

# Hope United Community Development Corporation

Executive Director / CEO

EIN 200875964  
 MN · NTEE B90  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Rev Richard Coleman, Executive Director / CEO** (\$30,223) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 71<sup>st</sup> percentile of comparable organizations**

within the typical range

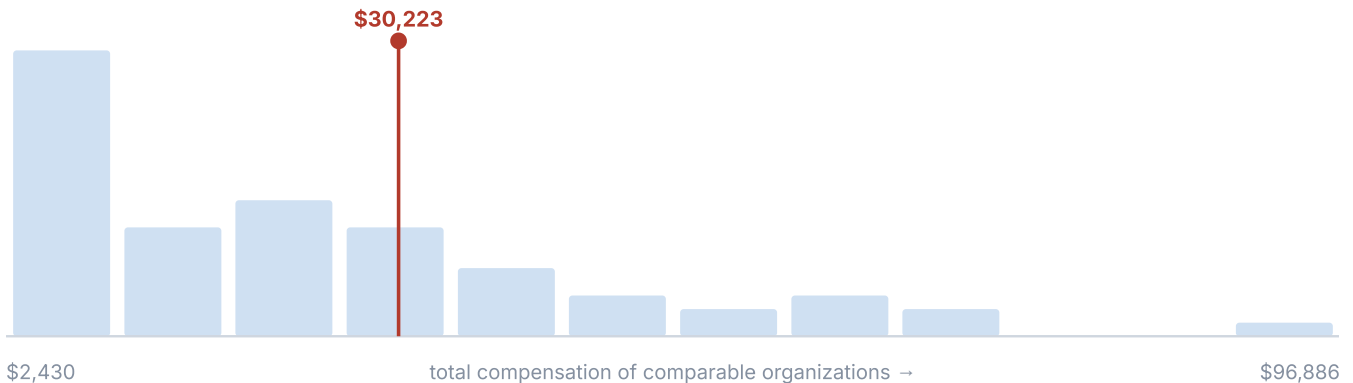
**Benchmarked executive:** Rev Richard Coleman — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$62,815 and \$140,631 — 0.67x to 1.50x the subject's \$93,754 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**63** organizations qualified on sector, size, and geography → **63** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$4,589</b> 10TH	<b>\$6,599</b> 25TH	<b>\$19,383</b> MEDIAN	<b>\$33,126</b> 75TH	<b>\$54,820</b> 90TH	<b>\$30,223</b> THIS ORG · 71ST
------------------------	------------------------	---------------------------	-------------------------	-------------------------	------------------------------------



## ● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to MN cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Stars Math And English Academy</a>	NC	\$93,755	Executive Director	\$10,534	<b>\$10,700</b>	2024
<a href="#">Maxmath Tutoring Online Puerto Rico Branch Inc</a>	PR	\$93,174	Ceo	\$5,205	<b>\$5,056</b>	2024
<a href="#">Ekko Worship Alliance</a>	CO	\$92,468	Secretary/tr	\$21,108	<b>\$19,383</b>	2025
<a href="#">Academic Abundance Inc</a>	NC	\$95,137	Executive Di	\$9,047	<b>\$9,189</b>	2024
<a href="#">10 Academy Corp</a>	CA	\$95,587	Managing Director	\$42,000	<b>\$35,650</b>	2024
<a href="#">Center For Community Dispute Settlement</a>	CA	\$95,927	Executive-director	\$8,100	<b>\$6,876</b>	2024
<a href="#">Youth Development Resource Center</a>	CA	\$90,892	Chairman	\$26,725	<b>\$22,684</b>	2024
<a href="#">Maxmath Tutoring Online Inc New York Branch</a>	NY	\$89,929	Ceo	\$5,188	<b>\$4,608</b>	2024
<a href="#">Southwest Christian Academy</a>	CA	\$97,710	Executive Director	\$16,255	<b>\$13,798</b>	2024
<a href="#">King's Kids Foundation Inc</a>	AL	\$89,077	Executive Di	\$36,000	<b>\$38,231</b>	2024
<a href="#">Mscbs Support Corporation</a>	NE	\$99,990	President	\$6,137	<b>\$6,321</b>	2025
<a href="#">Maxmath Tutoring Online Inc Texas Branch</a>	TX	\$87,172	Executive Director	\$5,205	<b>\$5,118</b>	2024
<a href="#">Maxmath Tutoring Online South Carolina Branch</a>	SC	\$86,937	Ceo	\$5,205	<b>\$5,338</b>	2024
<a href="#">Maxmath Tutoring Online Maryland Branch Inc</a>	MD	\$86,664	Executive-director	\$5,205	<b>\$4,784</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Denver Center For International Studies Foundation</a>	CO	\$86,353	Executive Director	\$54,750	<b>\$51,606</b>	2024
<a href="#">Bay Area Financial Educ Foundation</a>	CA	\$86,047	Executive Director	\$31,350	<b>\$26,611</b>	2024
<a href="#">United States Earth Science</a>	OK	\$102,526	Executive Di	\$29,162	<b>\$31,565</b>	2024
<a href="#">Minnesota Trucking Association</a>	MN	\$103,488	President	\$14,000	<b>\$14,000</b>	2023
<a href="#">Uncw Corporation li</a>	NC	\$83,356	President	\$46,916	<b>\$46,424</b>	2025
<a href="#">Totally Local Vc Agricultural Education Foundation</a>	CA	\$106,012	President, Treasurer, Director	\$19,000	<b>\$16,128</b>	2024
<a href="#">The Human Potential Center</a>	TX	\$107,137	Executive Director	\$4,244	<b>\$4,296</b>	2023
<a href="#">Confrerie De La Chaine Des Rotisseurs</a>	NJ	\$108,104	Executive Director	\$16,971	<b>\$14,895</b>	2024
<a href="#">Mosaic Housing Corp Xxii - Logan</a>	NE	\$108,255	President	\$26,896	<b>\$28,436</b>	2024
<a href="#">Maxmath Tutoring Online Inc Dc Branch</a>	DC	\$78,567	Ceo	\$5,205	<b>\$4,490</b>	2024
<a href="#">Maxmath Tutoring Online Inc</a>	GA	\$77,264	President	\$5,205	<b>\$5,145</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to MN cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **63** organizations. Compensation range \$2,430–\$96,886; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$93,754); for reference, expenses \$199,649 and assets \$35,250. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Rev Richard Coleman, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	71 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	70 <sup>th</sup>
Reportable pay only (column D), adjusted	75 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Rev Richard Coleman) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 63 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,223 is reasonable (approximately the 71<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

---

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.