

Hope Happens Inc

Executive Director / CEO

EIN 202523211

MO · NTEE G96

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Melissa Sorensen, Executive Director / CEO** (\$37,421) against **every comparable organization** that fit the selection criteria — **328** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

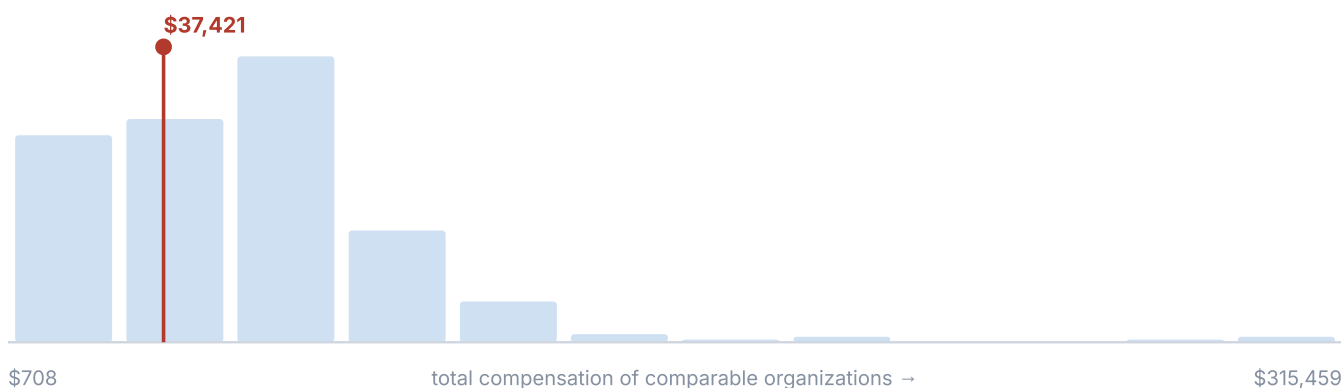
Benchmarked executive: Melissa Sorensen — reported title “DIR. OF MARKETING & COMMUN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G96).
BUDGET	Total revenue between \$179,470 and \$401,799 — 0.67x to 1.50x the subject's \$267,866 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

328 organizations qualified on sector, size, and geography → **328** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,108

\$28,965

\$54,466

\$74,665

\$93,958

\$37,421



■ 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 MO 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
The Lung Transplant Foundation	NC	\$268,002	Executive Director	\$123,869	\$120,841	2024
Biomedical Research Institute Of	NJ	\$267,661	Key Employee	\$50,035	\$42,178	2024
Theos Village The Tbck Foundation	PA	\$268,612	President Secretary	\$15,000	\$14,540	2023
Empowering Epilepsy	OH	\$268,660	Executive Dir.	\$72,685	\$72,685	2024
Illinois Spina Bifida Association	IL	\$268,679	Executive Director	\$88,556	\$84,627	2023
Epilepsy Foundation Of Wisconsin Inc	WI	\$267,012	Executive Dir.	\$68,238	\$67,285	2024
Gaucher Community Alliance	PA	\$268,783	Co-president	\$56,125	\$54,405	2023
Act For Multiple Sclerosis	CA	\$266,890	Executive Di	\$62,400	\$50,873	2024
Heartbeat International Foundation Inc	FL	\$266,644	Executive Director	\$100,000	\$88,696	2024
The Autism Society Of Hawaii	HI	\$266,429	Executive Director	\$62,251	\$54,176	2023
Hope For Children Research Found	NJ	\$266,013	Director	\$92,503	\$77,978	2024
All In For Miller Inc	GA	\$265,432	Treasurer	\$36,000	\$34,176	2024
Tatton Brown Rahman Syndrome Community Inc	NY	\$270,669	Executive Director	\$78,930	\$67,340	2024
North Carolina Aids Action Network	NC	\$264,894	Executive Dir.	\$120,750	\$117,799	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Tanner Foundation For Neurological	AL	\$264,855	Executive Director	\$62,308	\$63,554	2024
Lymphangiomatosis & Gorhams Disease Alliance Inc	FL	\$271,042	Executive Director	\$35,930	\$31,868	2024
Joe Beretta Foundation	TN	\$271,831	Executive Director	\$62,391	\$61,919	2024
5 Under 40 Foundation Corp	NY	\$271,985	President	\$46,154	\$40,540	2023
Down Syndrome Network Inc	AZ	\$263,264	Executive Director	\$77,200	\$72,169	2023
Down Syndrome Association Of	VA	\$273,601	Executive Director	\$48,359	\$44,085	2024
Mesquite Cancer Help Society	NV	\$262,030	Executive Administrator	\$12,075	\$11,428	2024
The Color Of Autism Foundation	MI	\$262,020	Chief Executive Officer	\$85,300	\$85,583	2023
Sister2sister	NJ	\$261,907	President	\$28,810	\$25,003	2023
Hope Lives The Lydia Dody Breast	CO	\$261,871	Executive Di	\$71,880	\$65,075	2024
Xlh Network Inc	NY	\$261,780	Executive Director	\$64,080	\$54,670	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2024 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 MO 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.

● Sample, role match & sensitivity

PEER COUNT	328 organizations. Compensation range \$708–\$315,459; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$267,866); for reference, expenses \$302,947 and assets \$214,057.
ROLE MATCH	Melissa Sorensen, reported title "DIR. OF MARKETING & COMMUN", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 peers 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	32 nd
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	28 th

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 (Melissa Sorensen) 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 10, 2026, comparing compensation against 328 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$37,421 is reasonable (approximately the 32nd 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 10, 2026.