

U Hope Cdc Inc

Executive Director / CEO

EIN 261671685

GA · NTEE B80

FY ending 2022-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Leo Westmorela, Executive Director / CEO** (\$56,101) against **every comparable organization** that fit the selection criteria — **99** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

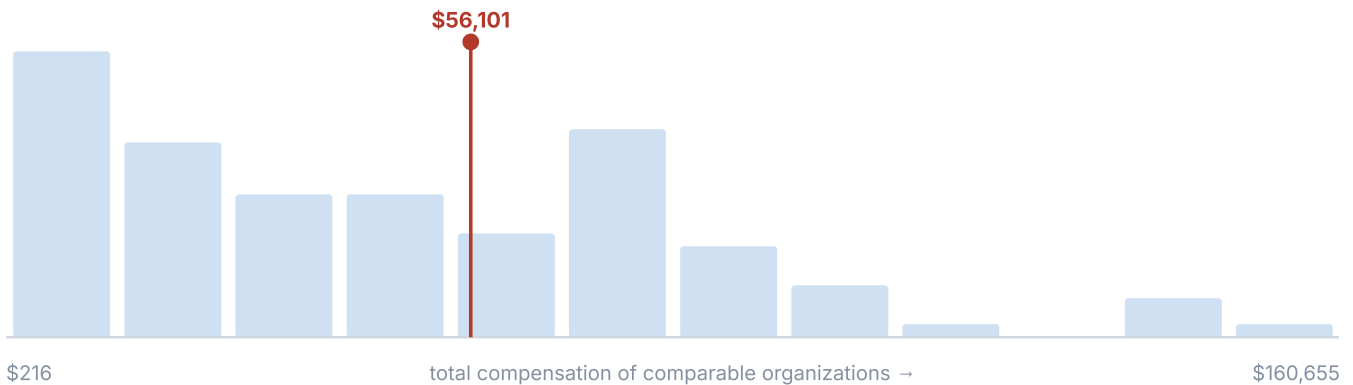
Benchmarked executive: Leo Westmorela — reported title “CASE MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (B80).
- BUDGET Total revenue between \$246,353 and \$551,538 — 0.67x to 1.50x the subject's \$367,692 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (B80), nationwide + budget 0.67–1.5x revenue.

99 organizations qualified on sector, size, and geography → **99** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,842	\$16,004	\$41,878	\$74,701	\$89,795	\$56,101
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● 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 GA 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
Brain Expansion Scholastic Training Inc	FL	\$366,369	Director	\$12,000	\$10,770	2023
Ohio Campus Compact	OH	\$364,697	Executive Director	\$78,014	\$78,942	2023
St Georges Child Care Center	ME	\$363,922	Executive Director	\$45,568	\$42,343	2024
Student Government Organization	NY	\$363,181	President	\$1,445	\$1,211	2024
Bay Area Urban Debate Commission	CA	\$372,624	Executive Dir.	\$120,000	\$98,996	2023
California Language Teachers Assoc	CA	\$375,762	Executive Di	\$20,000	\$16,026	2024
Starke County Initiative For Lifelong	IN	\$359,386	Executive Director	\$975	\$929	2025
Kids Count In Alachua County	FL	\$358,946	Director	\$55,000	\$47,946	2024
School City Of Mishawaka Education	IN	\$357,736	Executive Di	\$50,360	\$49,282	2024
Georgia Educational Resources Inc	GA	\$355,331	Executive	\$38,635	\$36,049	2024
Higher Edge Inc	CT	\$349,363	Executive Dir.	\$70,000	\$60,905	2024
Finger Lakes Community College Student	NY	\$349,123	President	\$2,050	\$1,719	2024
One Bead Project	OH	\$347,210	President	\$84,580	\$80,988	2025
R3 Student Outreach	TX	\$347,029	President	\$40,580	\$37,668	2024
First New Hampshire Robotics	NH	\$388,413	Secretary	\$50,167	\$41,878	2025
Tyler Area P-16 Council	TX	\$346,418	Executive Director	\$7,642	\$7,093	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Growing Outreach Growing Opportunitites	CA	\$346,188	Chair/ Executive Director	\$21,491	\$17,221	2024
Graduate Student Organization At The	NY	\$342,589	President	\$10,577	\$8,641	2025
Homework Central	CA	\$338,432	Executive Dir.	\$59,000	\$48,673	2023
Home Of Potential And Excellence	TN	\$397,695	Executive Dir.	\$96,596	\$91,793	2025
Fields Of Joy Foundation Inc	PR	\$336,857	Executive Director	\$60,000	\$55,983	2024
Edhec America Inc	CA	\$399,768	Secretary, Executive Direc	\$194,740	\$160,655	2023
Maui Huliau Foundation	HI	\$401,060	Executive Director	\$89,977	\$74,755	2024
Academic Informer Inc	TX	\$404,573	Managing Director	\$80,000	\$74,261	2024
Baltimore Urban Debate League Inc	MD	\$404,806	Executive Direc	\$80,000	\$71,455	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2022 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 GA 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	99 organizations. Compensation range \$216–\$160,655; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$367,692); for reference, expenses \$335,308 and assets \$68,513.
ROLE MATCH	Leo Westmorela, reported title " <i>CASE MANAGER</i> ", 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 8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	64 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	59 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 (Leo Westmorela) 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 99 similarly situated organizations (Same NTEE sector (B80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,101 is reasonable (approximately the 64th 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.