

Hope Manifest Inc

Executive Director / CEO

EIN 264036244

AL · NTEE S500

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Todd Heifner, Executive Director / CEO** (\$115,615) against **every comparable organization** that fit the selection criteria — **1096** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Todd Heifner — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

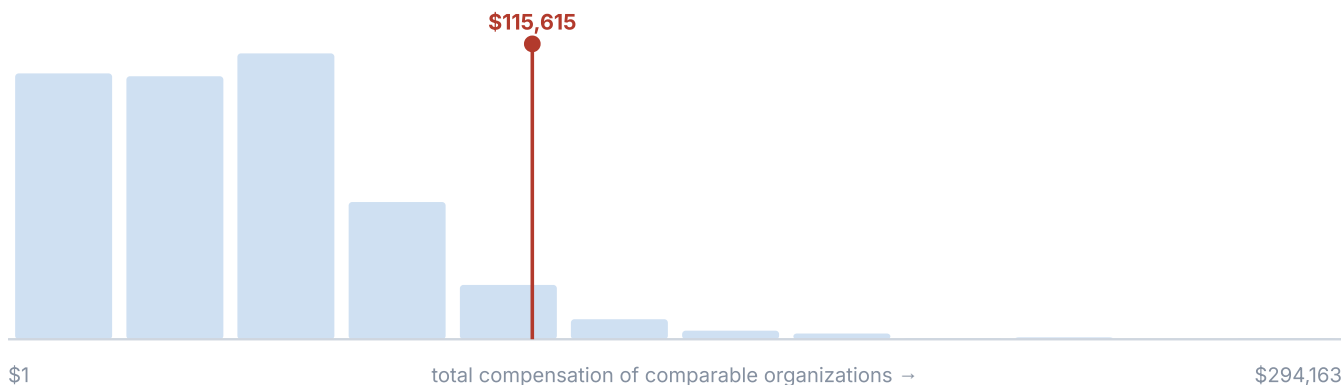
SECTOR Organizations sharing the subject's NTEE classification (S500).

BUDGET Total revenue between \$125,413 and \$280,777 — 0.67x to 1.50x the subject's \$187,185 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,096 organizations qualified on sector, size, and geography → **1,096** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,354	\$24,123	\$48,552	\$70,748	\$93,994	\$115,615
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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 AL 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
Eagle Ranch Housing Corporation	CO	\$187,182	Administrator	\$3,600	\$3,195	2023
Twin-training To Work An Industry Niche	NC	\$187,199	President & Executive Director	\$60,550	\$57,912	2023
Egyptian Association Of Plumbing	IL	\$187,230	Executive Di	\$32,250	\$28,506	2024
Iowa Gun Owners	IA	\$187,138	Chairman Of The Board	\$60,000	\$60,811	2023
Glen Cove Downtown District	NY	\$187,258	Director	\$49,984	\$41,808	2023
Floyd County Friends Inc	TX	\$187,262	Key Employee	\$14,842	\$13,348	2024
North Carolina Association Of Workforce	NC	\$186,968	Executive Director	\$67,733	\$61,301	2025
Matsu Valley Rebuild	AK	\$187,417	President	\$48,397	\$41,600	2024
For A Loving Future	CA	\$187,464	Ceo	\$107,950	\$81,647	2025
Bcda Inc	NE	\$187,483	Member	\$24,600	\$24,491	2023
Forward Cody Wyoming Inc	WY	\$186,866	Ceo	\$146,875	\$141,404	2024
Cavalier County Memorial Hospital Founda	ND	\$186,685	Executive Director	\$45,452	\$43,690	2025
Economic Development Alliance Of	OH	\$187,785	Economic Development Direc	\$4,532	\$4,316	2024
Driftless Development Inc	WI	\$186,492	Executive Director	\$73,550	\$69,061	2024
Camara De Comercio Hispana	TX	\$187,890	Executive Di	\$24,122	\$21,694	2024
Consortium For Universal Healthcare	DE	\$188,050	Executive Director	\$102,000	\$89,795	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oregon Business & Industry Association	OR	\$188,355	President & Ceo	\$26,587	\$22,198	2024
Better Business Bureau Education	NE	\$185,980	President/ceo	\$102,708	\$102,254	2023
Oloc Inc	MI	\$185,948	Co-director	\$2,000	\$1,856	2024
Kentco Holdings Corporation	RI	\$188,431	President	\$16,653	\$14,781	2023
Binghamton Regional Sustainability Coalition	NY	\$185,858	Director	\$86,116	\$69,963	2024
Midlands Business Leadership Group	SC	\$185,522	Executive Di	\$95,677	\$89,741	2024
Gleaners Distribution Corporation	MI	\$189,024	President	\$3,191	\$3,049	2023
Vienna Business Association	VA	\$189,060	Executive Di	\$80,222	\$67,846	2025
Children And Adults Developmental Agency Programs	PA	\$189,099	Executive Director	\$58,000	\$52,002	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 1096 organizations. Compensation range \$1–\$294,163; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$187,185); for reference, expenses \$210,374 and assets \$5,197.

ROLE MATCH Todd Heifner, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	151 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	95 th
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	86 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 (Todd Heifner) 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 1096 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$115,615 is reasonable (approximately the 95th 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.