

Seeds Of Hope Inc

Executive Director / CEO

EIN 264247259

OH · NTEE L40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brenda Beard, Executive Director / CEO** (\$35,161) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

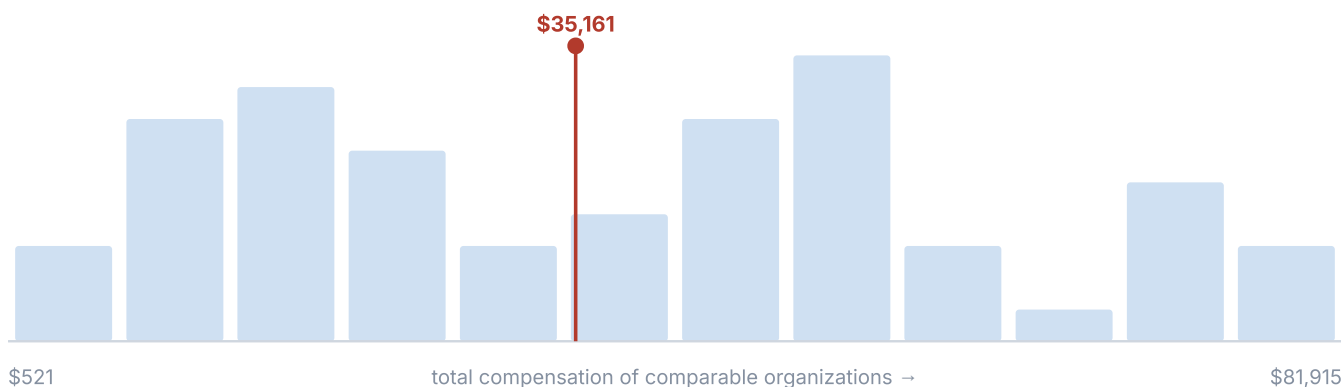
Benchmarked executive: Brenda Beard — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L40).
BUDGET	Total revenue between \$163,573 and \$366,210 — 0.67x to 1.50x the subject's \$244,140 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

59 organizations qualified on sector, size, and geography → **59** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,075	\$18,953	\$35,867	\$53,069	\$71,416	\$35,161
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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 OH 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
Westminster Room In The Inn	TN	\$244,102	Executive Di	\$27,650	\$25,966	2025
Darlene Slaters Rehabilitation Center	MS	\$249,109	President	\$24,000	\$24,513	2024
North Beacon Hill Housing Initiative	WA	\$252,682	President	\$63,876	\$52,445	2024
St Bakhita Catholic Worker Inc	WI	\$254,431	Executive Director	\$59,380	\$56,871	2024
Veterans Accession House	CA	\$255,798	Adm.assistant	\$40,092	\$31,748	2024
Casa Esperanza Housing Development Fund	NY	\$255,864	President/ceo	\$50,896	\$43,422	2023
Rise - El Dorado Inc	KS	\$230,561	Director	\$10,225	\$10,131	2024
Courage To Change Sober Living	IN	\$229,969	Executive Director	\$19,550	\$18,907	2024
Surplus Property Roundtable	MI	\$224,356	Executive Dir.	\$78,788	\$74,578	2024
Journey Home Inc	VA	\$264,064	Operations Director And Board Director	\$27,115	\$24,719	2023
New Dimensions In Recovery Inc	AZ	\$264,532	Executive Director	\$82,011	\$74,467	2023
Elli's House	MI	\$264,991	Executive Di	\$55,650	\$54,232	2023
Wayward Homes Inc	GA	\$265,222	Chairman	\$15,957	\$15,148	2023
Phoenixville Womens Outreach	PA	\$220,134	Executive Director	\$50,034	\$45,758	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Philippians Place	NC	\$216,132	Executive Di	\$18,760	\$17,318	2025
Family Gateway Affordable Housing Inc	TX	\$215,522	President And Ceo	\$8,427	\$7,730	2024
Stand At The Crossroads Ministries	SC	\$214,681	President	\$10,000	\$9,850	2023
Journey Home Inc	TX	\$273,644	Executive Director / President	\$43,021	\$39,466	2024
Peacock Legacy Of Hope	TX	\$274,338	Executive Director	\$87,136	\$79,934	2024
Shall Never Thirst Ministries	NJ	\$275,961	President & Director	\$24,985	\$21,062	2023
Win Decatur Housing Development Fund Corporation	NY	\$208,686	President & Ceo	\$8,404	\$6,964	2024
Altrusa Hospitality House Inc	WI	\$206,495	Executive Di	\$73,819	\$70,700	2024
The Guest House Inc	IN	\$283,548	Executive Di	\$36,926	\$35,711	2024
Sweet Evening Breeze Inc	KY	\$284,020	Executive Director	\$85,340	\$81,915	2025
Abraham Apartments Housing Development	NY	\$287,359	President/ceo	\$50,896	\$43,422	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 59 organizations. Compensation range \$521–\$81,915; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$244,140); for reference, expenses \$221,996 and assets \$97,301.
ROLE MATCH	Brenda Beard, reported title "EXECUTIVE DIRECTOR", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	46 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	39 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 (Brenda Beard) 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 59 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,161 is reasonable (approximately the 46th 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.