

# Family Promise Of Bradley County

Executive Director / CEO

EIN 272074609

TN · NTEE L41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Eva Vanhook, Executive Director / CEO** (\$52,525) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45<sup>th</sup>** percentile of comparable organizations within the typical range

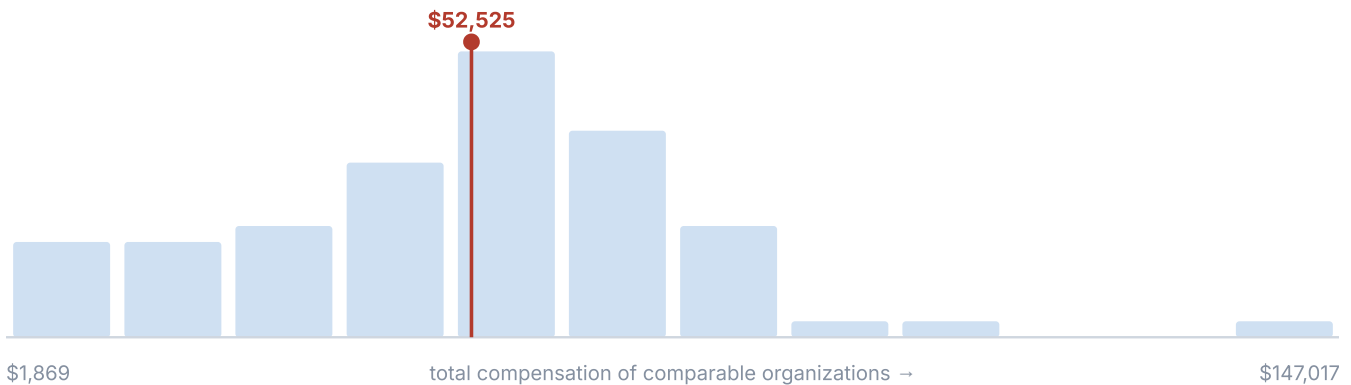
**Benchmarked executive:** Eva Vanhook — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L41).
BUDGET	Total revenue between \$189,319 and \$423,850 — 0.67x to 1.50x the subject's \$282,567 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

**71** organizations qualified on sector, size, and geography → **71** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,130	\$33,948	\$55,584	\$67,873	\$77,556	\$52,525
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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 TN 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="#">Dupage Housing Solutions Inc</a>	IL	\$282,438	President & Ceo	\$7,460	<b>\$6,977</b>	2024
<a href="#">Washtenaw Housing Alliance</a>	MI	\$284,243	Executive Di	\$103,370	<b>\$104,502</b>	2023
<a href="#">Community Homeless Outreach</a>	TN	\$280,112	Director	\$53,989	<b>\$55,584</b>	2023
<a href="#">The Haven Of Manitowoc County Inc</a>	WI	\$278,915	Executive Director	\$62,250	<b>\$61,849</b>	2024
<a href="#">The Winter Sanctuary Inc</a>	OH	\$286,321	Executive Di	\$41,577	<b>\$41,894</b>	2024
<a href="#">Helping Hands-interfaith Coalition For</a>	NY	\$278,522	Executive Director	\$68,499	<b>\$58,886</b>	2024
<a href="#">Bethany House Inc</a>	NY	\$287,235	Director	\$57,700	<b>\$49,603</b>	2024
<a href="#">Gateway House Inc</a>	DE	\$277,511	Executive Director	\$73,489	<b>\$70,479</b>	2023
<a href="#">Samaritan Homeless Interim Program Inc</a>	NJ	\$288,831	Founding Executive Director	\$81,147	<b>\$68,927</b>	2024
<a href="#">Northwoods Alliance For Temporary</a>	WI	\$291,100	Executive Di	\$68,900	<b>\$68,456</b>	2024
<a href="#">Metro Womens Center</a>	MN	\$273,758	Center Director	\$58,826	<b>\$53,874</b>	2025
<a href="#">The Bridge Emergency Shelter</a>	CO	\$292,868	Executive Director	\$31,979	<b>\$29,172</b>	2024
<a href="#">Murfreesboro Rescue Mission Inc</a>	TN	\$271,580	Executive Di	\$46,800	<b>\$46,800</b>	2024
<a href="#">North Alabama Coalition For The Homeless</a>	AL	\$293,797	Executive Director	\$59,522	<b>\$61,175</b>	2024
<a href="#">Gloucester United Emergency Shelter Team</a>	VA	\$293,805	Executive Director	\$7,915	<b>\$7,270</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Audrain County Shelter Resource Coalition</a>	MO	\$270,203	Director	\$54,158	<b>\$54,571</b>	2024
<a href="#">Family Promise Of Davie County</a>	NC	\$297,242	Executive Director	\$65,645	<b>\$62,866</b>	2025
<a href="#">Covenant International Foundation</a>	NY	\$266,283	President & Ceo As Of Feb 2023	\$37,308	<b>\$33,020</b>	2023
<a href="#">Lifeboat Alliance Ltd</a>	IL	\$300,660	Executive Dir.	\$58,850	<b>\$56,667</b>	2023
<a href="#">Geauga Faith Rescue Mission Inc</a>	OH	\$261,428	Executive Director	\$55,250	<b>\$55,671</b>	2024
<a href="#">Family Promise Of Grayson County</a>	TX	\$260,437	Executive Di	\$57,780	<b>\$54,986</b>	2024
<a href="#">Collective Chicago</a>	IL	\$257,496	President	\$65,769	<b>\$61,513</b>	2024
<a href="#">Greater Westfield Mass Committee For The Homeless Inc</a>	MA	\$256,368	Executive Director	\$65,730	<b>\$57,852</b>	2023
<a href="#">Hope House Of Mcalester Inc</a>	OK	\$256,012	Executive Dir.	\$32,337	<b>\$34,876</b>	2023
<a href="#">Tims Clube</a>	IA	\$252,434	Administrator	\$5,967	<b>\$6,216</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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** 71 organizations. Compensation range \$1,869–\$147,017; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$282,567); for reference, expenses \$263,467 and assets \$201,832.

ROLE MATCH	Eva Vanhook, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	45 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	41 <sup>st</sup>
Reportable pay only (column D), adjusted	46 <sup>th</sup>
All sources (D + E + F), adjusted	42 <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 (Eva Vanhook) 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 71 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,525 is reasonable (approximately the 45<sup>th</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.