

Hope Mommies Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Parks, Executive Director / CEO** (\$43,688) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

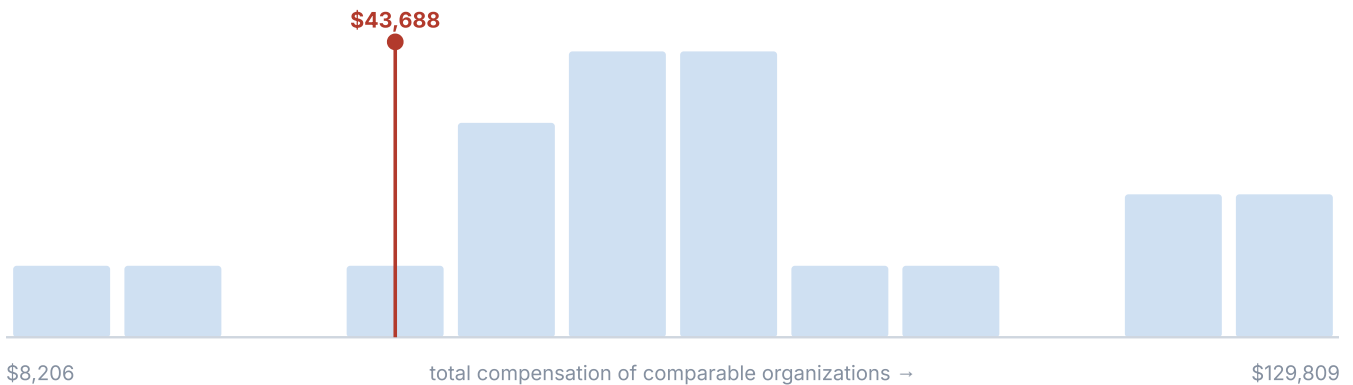
Benchmarked executive: Jennifer Parks — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F40).
BUDGET	Total revenue between \$319,980 and \$716,374 — 0.67x to 1.50x the subject's \$477,583 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F40), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$45,674	\$56,248	\$69,436	\$85,919	\$116,181	\$43,688
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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 TX 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
Overflow Foundation Inc	SC	\$476,049	Executive Director	\$21,029	\$21,932	2024
Hope4utah	UT	\$451,114	Assistant Director	\$65,000	\$66,505	2024
Contact Of Mercer County Nj Inc	NJ	\$509,812	Executive Dir.	\$145,434	\$129,809	2024
Franklin County Local Outreach To	OH	\$510,434	Executive Director	\$64,644	\$68,447	2024
Objective Zero Foundation	SD	\$519,424	Executive Director	\$62,000	\$70,424	2023
Sandhills Crisis Intervention	NE	\$529,982	Executive Director	\$67,039	\$74,211	2023
Aiken County Help Line Inc	SC	\$549,639	Executive Dir.	\$54,167	\$56,492	2024
With Hope The Amber Craig Memorial	CA	\$403,037	President	\$104,168	\$89,921	2024
Mobility Matters	CA	\$556,857	Executive Director	\$127,202	\$113,048	2023
Cancer Care Connection	DE	\$386,540	Executive Director	\$8,383	\$8,206	2024
New Directions Center Inc	VA	\$569,167	Exec. Direct	\$55,865	\$55,516	2023
Visitor Aloha Society Of Hawai'i	HI	\$384,156	President &	\$94,505	\$84,585	2024
Golden Triangle Contact	MS	\$369,232	Executive Director	\$45,000	\$50,103	2024
The Crisis Hotline Inc	ID	\$356,048	Executive Director	\$63,780	\$67,827	2024
Help Of Door County Inc	WI	\$605,062	Executive Director	\$73,832	\$77,083	2024
Community Resources Of Fayette	PA	\$608,254	Executive Di	\$74,509	\$74,280	2024
Cross Timbers Family Services	TX	\$611,519	Exec Dir	\$65,644	\$63,952	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Walk-in Counseling Center Inc	MN	\$628,588	Executive Director	\$121,160	\$123,218	2023
Her Choice Birmingham Inc	AL	\$667,644	Direct Of Development	\$103,785	\$115,399	2023
The Pastors Pantry	NC	\$688,758	Executive Director	\$46,771	\$48,312	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	20 organizations. Compensation range \$8,206–\$129,809; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$477,583); for reference, expenses \$469,856 and assets \$447,640.
ROLE MATCH	Jennifer Parks, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	10th
Total compensation (D + F), as reported (no adjustments)	10th

Reportable pay only (column D), adjusted

10th

All sources (D + E + F), adjusted

5th

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 (Jennifer Parks) 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 20 similarly situated organizations (Same NTEE sector (F40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,688 is reasonable (approximately the 10th 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.