

Hands Of Hope Medical Clinic Inc

Executive Director / CEO

EIN 275569145

NC · NTEE E32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bridget Boyles, Executive Director / CEO** (\$95,134) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

Benchmarked executive: Bridget Boyles — 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 (E32).

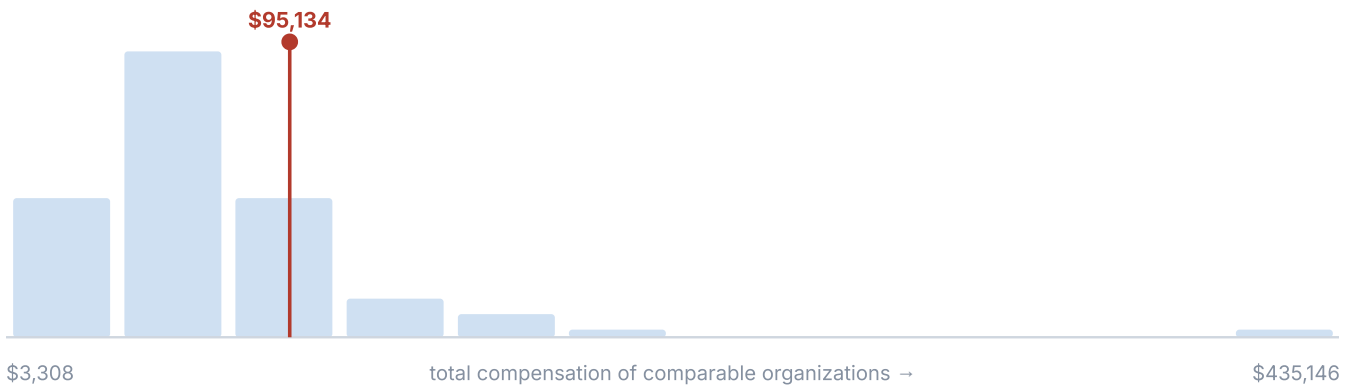
BUDGET Total revenue between \$205,970 and \$461,127 — 0.67x to 1.50x the subject's \$307,418 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E32), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography

→ **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,732

\$40,342

\$59,830

\$83,948

\$113,567

\$95,134



■ 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 NC 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
Synapse Human Performance Centers	TX	\$306,713	President	\$57,587	\$55,750	2024
Helpcare Clinic	NE	\$308,480	Executive Di	\$80,559	\$83,856	2024
Kidney Care Services Of Humboldt Corp	CA	\$305,821	Executive Dir.	\$24,875	\$20,788	2024
Free Medical Clinic Of Aiken County Inc	SC	\$311,234	Executive Dir.	\$80,962	\$81,744	2024
Montgomery County Free Clinic Inc	IN	\$302,118	Executive Director	\$38,574	\$39,369	2024
Jonesboro Church Health Center Inc	AR	\$297,631	Executive Director	\$54,725	\$59,533	2024
Madison Free Clinic Inc	VA	\$319,482	Executive Di	\$60,084	\$57,805	2023
Phxca Inc	AZ	\$319,672	President	\$105,913	\$98,580	2024
Asian Medical Clinic Of Fremont	CA	\$320,464	Cfo	\$140,000	\$113,982	2025
Disciples Clinic Of Athens Texas	TX	\$294,110	Chief Admin	\$50,000	\$48,405	2024
Send Me St Louis	MO	\$292,500	Executive Director	\$137,471	\$140,915	2024
The Mobile Ministry Of Dentistry	TN	\$324,800	Executive Di	\$148,711	\$151,283	2024
Crossroads Pregnancy Clinic	TN	\$288,764	Executive Di	\$74,416	\$75,703	2024
Family Healthcare Clinic Inc	OK	\$330,709	Executive Director	\$32,103	\$34,212	2024
Knapp Medical Group	TX	\$331,952	Ceo/president (Regional)	\$39,610	\$39,479	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
White Phoenix Acupuncture	OR	\$282,502	President/ce	\$64,660	\$59,830	2023
Ouachita County Medical Services	AR	\$332,406	Physician	\$400,001	\$435,146	2024
Sacramento Street Medicine	CA	\$281,834	Executive Dir.	\$28,179	\$24,245	2023
Oregon Academy Of General Dentistry Foundation	OR	\$281,558	Executive Director	\$13,561	\$12,188	2024
Oakstone Health Center	OH	\$280,557	Medical Director	\$126,000	\$129,157	2024
Chikare Health Services Inc	IN	\$280,347	Clinic/practice Manager	\$27,950	\$28,526	2024
Allen Fam Hc Svc Llc	GA	\$334,615	Officer	\$89,518	\$89,684	2023
Countryside Christian Community	PA	\$338,648	President Ceo	\$13,200	\$13,116	2023
Snake River Community Clinic Inc	ID	\$343,542	Executive Director	\$62,751	\$64,605	2024
Shared Christian Ministries	TX	\$343,961	Executive Director	\$80,000	\$79,736	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	83 organizations. Compensation range \$3,308–\$435,146; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$307,418); for reference, expenses \$385,099 and assets \$13,959.
ROLE MATCH	Bridget Boyles, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	81 st
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	70 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 (Bridget Boyles) 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 83 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,134 is reasonable (approximately the 81st 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.