

# Hope Community Inc Of White Lake

Executive Director / CEO

EIN 320265090

MI · NTEE P80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Martin Woody, Executive Director / CEO** (\$69,344) against **every comparable organization** that fit the selection criteria — **95** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93<sup>rd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Martin Woody — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P80).

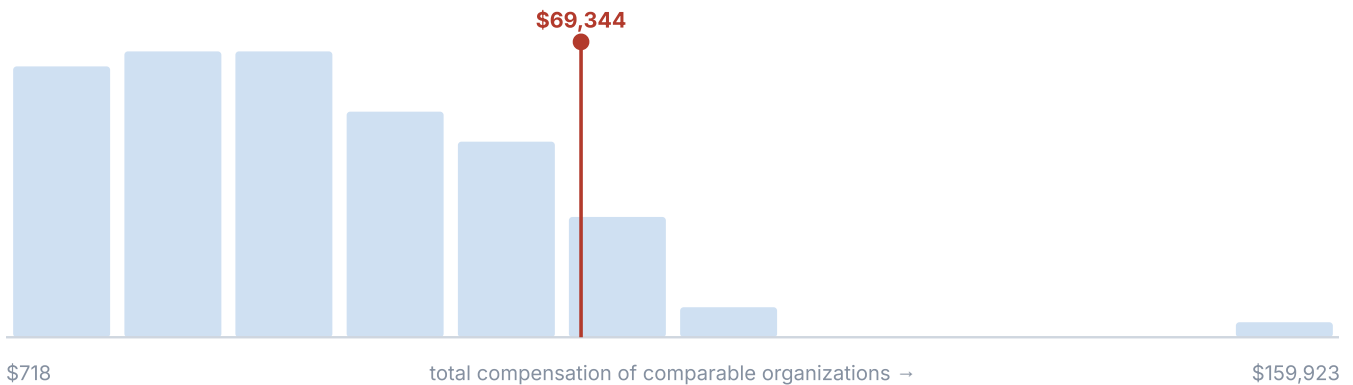
**BUDGET** Total revenue between \$95,893 and \$214,686 — 0.67x to 1.50x the subject's \$143,124 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**95** organizations qualified on sector, size, and geography

→ **95** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,310	\$18,529	\$35,508	\$53,261	\$68,077	\$69,344
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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 MI 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="#">Women's E-news</a>	NY	\$143,093	Executive Director	\$82,500	<b>\$70,154</b>	2024
<a href="#">East Suburban Citizen Advocacy Inc</a>	PA	\$142,829	Executive Director	\$65,200	<b>\$61,186</b>	2024
<a href="#">Women Are Dreamers Too</a>	GA	\$141,700	Exec Director	\$13,990	<b>\$13,238</b>	2024
<a href="#">Hale Meekins Residence Inc</a>	MA	\$144,639	President & Ceo	\$14,178	<b>\$12,344</b>	2023
<a href="#">Deaf &amp; Hard Of Hearing Services Of</a>	FL	\$141,485	Executive Director	\$38,000	<b>\$34,586</b>	2023
<a href="#">Bontempo Inc</a>	MA	\$145,059	Executive Director	\$19,712	<b>\$16,669</b>	2024
<a href="#">The Lgbtq Center Inc</a>	IN	\$145,929	Executive Director	\$39,000	<b>\$38,703</b>	2024
<a href="#">Womensource Inc</a>	GA	\$139,875	Exec. Direct	\$44,846	<b>\$42,433</b>	2024
<a href="#">Rose Of Sharon Equestrian School Inc</a>	MD	\$147,091	Executive Director	\$41,600	<b>\$37,680</b>	2023
<a href="#">Scenic City Women's Network</a>	TN	\$147,199	Executive Di	\$25,000	<b>\$25,459</b>	2023
<a href="#">Street Bean Espresso</a>	WA	\$147,911	Director Of Operations	\$78,569	<b>\$68,151</b>	2023
<a href="#">Amy's Wish With Wings</a>	TX	\$148,731	President	\$6,470	<b>\$6,090</b>	2024
<a href="#">Plymouth Homes Inc</a>	MD	\$149,279	Treasurer	\$28,731	<b>\$25,277</b>	2024
<a href="#">Beyond The Natural Foundation</a>	MD	\$136,830	Executive Director	\$38,690	<b>\$34,039</b>	2024
<a href="#">Miracle League Of Las Vegas</a>	NV	\$131,748	Executive Director	\$55,000	<b>\$51,880</b>	2024
<a href="#">Colorado Black Caucus</a>	CO	\$154,950	Executive Director	\$32,000	<b>\$28,875</b>	2024
<a href="#">Life Styles Foundation Inc</a>	AR	\$155,173	Executive Director	\$10,246	<b>\$10,559</b>	2025
<a href="#">Center For Wisdoms Women</a>	ME	\$130,877	Executive Director	\$72,127	<b>\$67,966</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lowcountry Alliance For Model Communitie</a>	SC	\$155,380	Co-executive Director	\$21,692	<b>\$21,296</b>	2024
<a href="#">Mount Vernon At Home Inc</a>	VA	\$155,539	Exective Director	\$39,692	<b>\$37,130</b>	2023
<a href="#">Methow Valley Riding Unlimited</a>	WA	\$130,663	Program Director	\$31,733	<b>\$26,736</b>	2024
<a href="#">Lutheran Housing Services 12 Inc</a>	OH	\$155,726	President/ce	\$54,426	<b>\$54,247</b>	2024
<a href="#">Meridian Place Development</a>	OH	\$159,011	Ceo	\$5,477	<b>\$5,620</b>	2023
<a href="#">Gods Heart Ministry</a>	CA	\$159,130	Director	\$18,175	<b>\$15,205</b>	2023
<a href="#">Academy For Grassroots Organizations</a>	CA	\$159,606	President & Ceo	\$80,624	<b>\$65,514</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	95 organizations. Compensation range \$718–\$159,923; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$143,124); for reference, expenses \$154,614 and assets \$263,747.
ROLE MATCH	Martin Woody, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 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	93 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	71 <sup>st</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 (Martin Woody) 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 95 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,344 is reasonable (approximately the 93<sup>rd</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.