

Community Help Center Of Union City Inoh Inc

EIN 351690978

IN · NTEE P20Z

FY ending 2024-12-31

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Theresa A Hampshire, Executive Director / CEO** (\$34,471) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

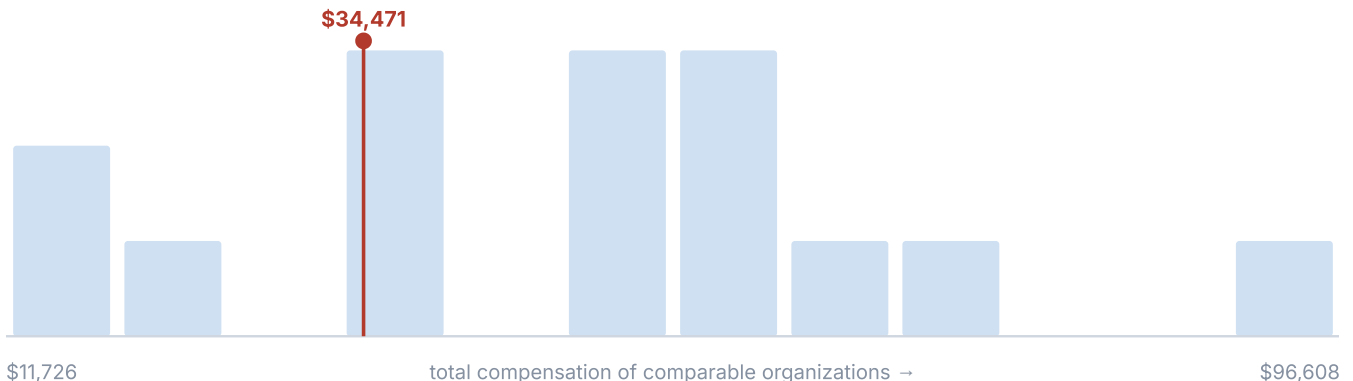
Benchmarked executive: Theresa A Hampshire — reported title “Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20Z).
BUDGET	Total revenue between \$121,890 and \$272,889 — 0.67x to 1.50x the subject's \$181,926 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + IN + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,866 10TH	\$37,375 25TH	\$50,818 MEDIAN	\$58,002 75TH	\$67,631 90TH	\$34,471 THIS ORG · 20TH
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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 IN 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
Third Phase Christian Center	IN	\$198,870	Director	\$40,000	\$40,000	2024
Recovery Cafe Hamilton County Inc	IN	\$211,773	Executive Director	\$56,003	\$56,003	2024
Reins Of Grace Therapeutic Riding Center Inc	IN	\$212,694	President	\$24,000	\$24,000	2024
Recovery Cafe Fulton County Inc	IN	\$216,353	President	\$53,927	\$53,927	2024
Crozierlife Inc	IN	\$147,137	Executive Di	\$36,000	\$36,000	2024
We Carry Kevan Inc	IN	\$138,898	President	\$38,750	\$38,750	2024
Better Business Bureau Of Ne In	IN	\$131,614	President/ C	\$11,390	\$11,726	2023
Project Help Of Steuben Co	IN	\$124,664	Executive Di	\$66,000	\$66,000	2024
Christian Resource Center Inc	IN	\$247,281	Executive Director	\$49,658	\$49,658	2024
Community Help Network Inc	IN	\$249,940	Executive Dir.	\$15,000	\$15,443	2023
In Ky Oh Regional Council Of	IN	\$254,844	President	\$93,836	\$96,608	2023
Fremont Youth & Community Outreach	IN	\$255,884	Executive Director	\$54,000	\$55,595	2023
Lost Sparrows Inc	IN	\$262,758	President	\$60,000	\$60,000	2024
Lexington House Of Elkhart Inc	IN	\$266,652	Executive Di	\$68,719	\$68,719	2024
Puente Desarrollo Internacional	IN	\$269,418	Ceo	\$49,360	\$50,818	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	15 organizations. Compensation range \$11,726–\$96,608; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$181,926); for reference, expenses \$186,018 and assets \$550,495.
ROLE MATCH	Theresa A Hampshire, reported title " <i>Manager</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	20 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	13 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 (Theresa A Hampshire) 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 15 similarly situated organizations (Same NTEE sector (P20) + IN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,471 is reasonable (approximately the 20th 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.