

Hope For Tomorrow Community

Executive Director / CEO

EIN 464752053

HI · NTEE G20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michele Patterson Phd, Executive Director / CEO** (\$16,739) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Michele Patterson Phd — reported title "CFO", 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 (G20).

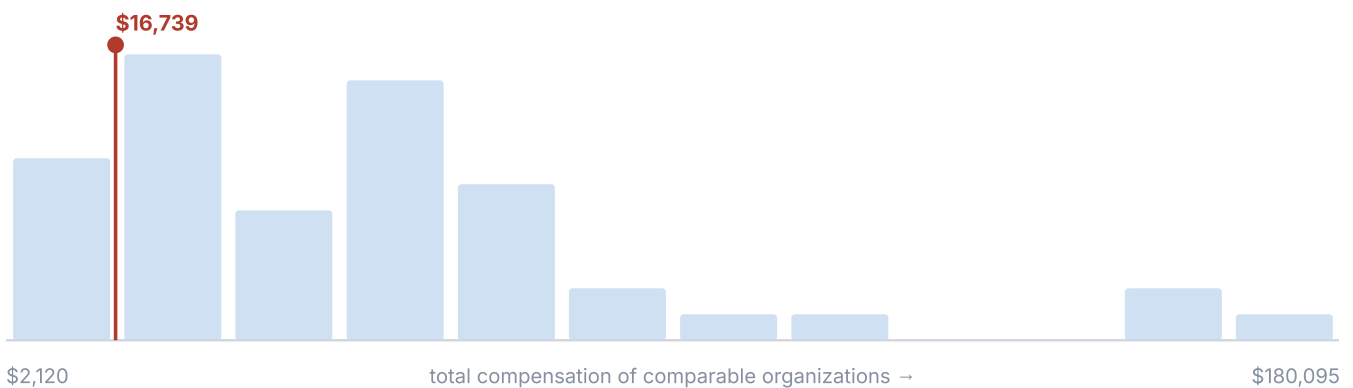
BUDGET Total revenue between \$51,520 and \$115,344 — 0.67x to 1.50x the subject's \$76,896 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography

→ **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,286

\$21,609

\$42,140

\$65,271

\$92,880

\$16,739



■ 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 HI 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
Global Cancer Institute Inc	NJ	\$75,946	Executive Director	\$151,891	\$151,473	2023
The Myasthenia Gravis Association	PA	\$79,181	Ed/ Director	\$44,992	\$50,114	2023
Cirs Project	CO	\$73,000	President	\$10,000	\$10,403	2024
Songs & Smiles	TX	\$81,482	Executive Director	\$46,800	\$49,480	2025
Mercy Outreach Ministries Inc	OH	\$81,579	Executive Director	\$16,318	\$19,304	2023
Friends Of Trtf	TX	\$72,116	Chairman And Ceo	\$19,586	\$21,255	2024
Vlr Foundation	MN	\$71,744	Ceo Vision L	\$11,352	\$12,169	2024
Central Coast Autism Spectrum	CA	\$82,229	Executive Director	\$24,200	\$22,671	2024
St Louis Society For The Blind	MO	\$71,200	President An	\$156,732	\$180,095	2024
Heart Disease Research Institute	AZ	\$82,826	President	\$26,175	\$27,310	2024
Survive A Stroke Foundation	WA	\$70,472	Director	\$6,580	\$6,391	2024
Bakes For Breast Cancer Inc	MA	\$85,248	President	\$6,000	\$5,850	2024
Spina Bifida Association Of Arizona	AZ	\$86,223	Executive Director	\$47,846	\$49,921	2024
Melanoma Education Foundation Inc	MA	\$88,728	President	\$14,000	\$13,648	2024
Trisomy 18 Support Inc	MI	\$90,139	Executive Director	\$50,160	\$54,721	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Connecticut Coalition For Organ And	CT	\$90,661	Executive Director	\$70,000	\$71,205	2024
Cleveland-rutherford Kidney Association	NC	\$91,389	Controller	\$59,500	\$66,698	2024
Austens Autistic Adventures	TX	\$91,730	Director	\$18,725	\$20,321	2024
Kidneys Quest Foundation Inc	CA	\$61,198	President	\$20,488	\$19,760	2023
Institute For Basic And	MN	\$60,120	Executive Director	\$90,000	\$99,329	2023
Autism-aspergers Support Inc	IN	\$58,180	Secretary/tr	\$17,266	\$19,754	2024
Alcanzando Inc	FL	\$95,659	Chief Exec O	\$45,750	\$46,627	2024
Vista Del Sol	CA	\$58,076	Executive Director	\$26,967	\$26,009	2023
Kidney Foundation Of Ohio - Group Return	OH	\$58,008	Executive Director	\$24,194	\$28,622	2023
Hand-n-hand Of Northeast Wi	WI	\$57,977	President/tr	\$28,999	\$32,856	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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 46 organizations. Compensation range \$2,120–\$180,095; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$76,896); for reference, expenses \$40,951 and assets \$56,085. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Michele Patterson Phd, reported title "CFO", 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	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	15 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	28 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 (Michele Patterson Phd) 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 46 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,739 is reasonable (approximately the 15th 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.