

# Hope For Addiction Inc

Executive Director / CEO

EIN 471315465

AZ · NTEE P50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Beck, Executive Director / CEO** (\$69,000) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70<sup>th</sup>** percentile of comparable organizations within the typical range

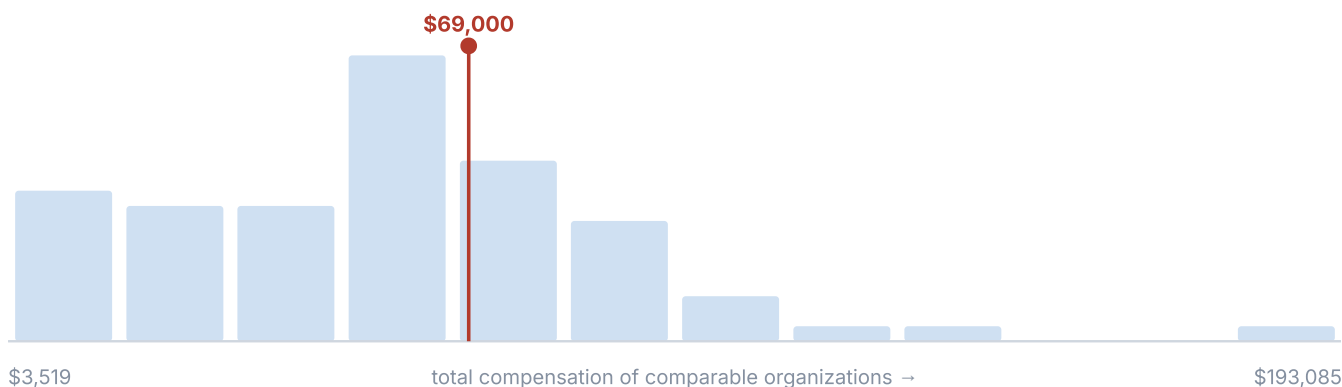
**Benchmarked executive:** Elizabeth Beck — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P50).
BUDGET	Total revenue between \$216,032 and \$483,654 — 0.67x to 1.50x the subject's \$322,436 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P50), nationwide + budget 0.67–1.5x revenue.

**73** organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,138	\$34,918	\$57,064	\$74,778	\$89,203	\$69,000
----------	----------	----------	----------	----------	----------



## • 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 AZ 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="#">Hello Gorgeous Of Hope Inc</a>	IN	\$322,604	President	\$50,085	<b>\$54,920</b>	2024
<a href="#">National Fund For Foster Children</a>	FL	\$322,825	President	\$6,000	<b>\$5,861</b>	2024
<a href="#">Anointed Community Services International Inc</a>	FL	\$324,631	Ceo	\$31,836	<b>\$31,098</b>	2024
<a href="#">Love Inc Of Boise Community Incorporated</a>	ID	\$326,646	Executive Dir.	\$50,200	<b>\$55,528</b>	2024
<a href="#">Laundry Workers Center Inc</a>	NY	\$327,588	Co-director	\$70,000	<b>\$65,771</b>	2024
<a href="#">Steel Magnolia Moms</a>	TX	\$316,806	President Through Jan 2024	\$70,968	<b>\$73,815</b>	2024
<a href="#">Laolam</a>	WA	\$314,367	President	\$7,200	<b>\$6,703</b>	2024
<a href="#">Wild Instincts Inc</a>	WI	\$313,288	President	\$9,750	<b>\$10,588</b>	2024
<a href="#">St Joseph Regional Sports Commission Inc</a>	MO	\$331,819	Executive Director	\$6,062	<b>\$6,676</b>	2024
<a href="#">Oakland Catholic Worker</a>	CA	\$332,110	Director	\$48,000	<b>\$43,098</b>	2024
<a href="#">Coastal Communities Consulting Inc</a>	LA	\$333,999	Executive Directorvp	\$89,443	<b>\$102,409</b>	2024
<a href="#">Families Helping Families Region 7</a>	LA	\$309,590	Executive Dir.	\$69,903	<b>\$82,401</b>	2023
<a href="#">Mothers' Milk Bank Of Mississippi</a>	MS	\$308,834	Former Executive Director	\$47,653	<b>\$56,816</b>	2023
<a href="#">Net Resource Foundation</a>	TN	\$307,721	Executive Director	\$31,200	<b>\$34,101</b>	2024
<a href="#">Beautiful You By Profile</a>	MI	\$303,333	Executive Di	\$25,532	<b>\$27,402</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Grace And Gratitude Sober Living</a>	FL	\$341,617	President	\$72,000	<b>\$72,408</b>	2023
<a href="#">The Legacy Center Inc</a>	AL	\$345,033	Executive Director	\$73,256	<b>\$84,722</b>	2023
<a href="#">Transition 123 Inc</a>	MI	\$298,973	Executive Dir.	\$103,903	<b>\$114,808</b>	2023
<a href="#">Wabanaki Womens Coalition Inc</a>	ME	\$296,796	Executive Director	\$83,419	<b>\$86,855</b>	2024
<a href="#">Neighbours International Inc</a>	NJ	\$348,361	President	\$18,344	<b>\$17,030</b>	2024
<a href="#">Steps To Tomorrow</a>	CA	\$294,840	Exec Director	\$67,700	<b>\$59,219</b>	2025
<a href="#">Bless Your Heart Nonprofit Corporation</a>	LA	\$294,687	Project Manager	\$20,000	<b>\$22,899</b>	2024
<a href="#">The National Advocacy Center Of The</a>	MD	\$292,016	Executive Direc	\$61,631	<b>\$61,682</b>	2023
<a href="#">Haydens House Of Healing Inc</a>	NJ	\$285,958	Ceo	\$72,000	<b>\$66,843</b>	2024
<a href="#">Transformed By The Word Inc</a>	NC	\$360,190	Executive Di	\$80,050	<b>\$88,545</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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** 73 organizations. Compensation range \$3,519–\$193,085; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$322,436); for reference, expenses \$319,400 and assets \$825,275.

**ROLE MATCH** Elizabeth Beck, reported title *"President"*, 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	2 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	70 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	66 <sup>th</sup>
Reportable pay only (column D), adjusted	71 <sup>st</sup>
All sources (D + E + F), adjusted	68 <sup>th</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 (Elizabeth Beck) 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 73 similarly situated organizations (Same NTEE sector (P50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,000 is reasonable (approximately the 70<sup>th</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.