

# Bethel Community Transformation Center

Executive Director / CEO

EIN 473431919

MI · NTEE S20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Aramis Hinds, Executive Director / CEO** (\$34,823) against **every comparable organization** that fit the selection criteria — **264** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

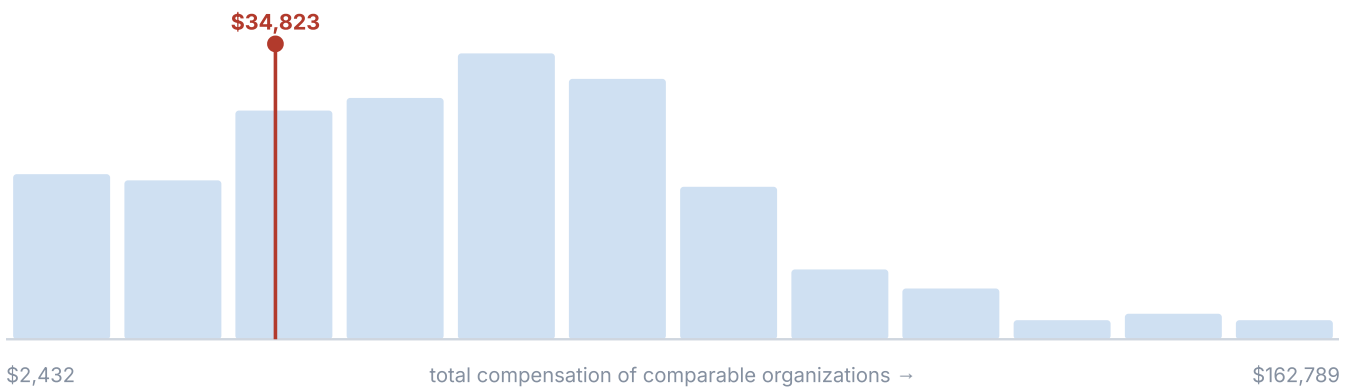
**Benchmarked executive:** Aramis Hinds — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$161,395 and \$361,333 — 0.67x to 1.50x the subject's \$240,889 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**264** organizations qualified on sector, size, and geography → **264** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,770	\$35,326	\$58,683	\$78,071	\$96,964	<b>\$34,823</b>
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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="#">Center For The Empowerment Of Families Inc</a>	CA	\$240,965	Executive Director	\$16,450	<b>\$14,168</b>	2023
<a href="#">Belle Haven Action</a>	CA	\$240,543	President& D	\$29,162	<b>\$25,117</b>	2023
<a href="#">Grinding Stone Collective Inc</a>	NY	\$240,267	Ceo And Board Vice President	\$91,800	<b>\$80,368</b>	2024
<a href="#">Good Beginnings Inc</a>	NH	\$239,827	Executive Di	\$48,620	<b>\$43,495</b>	2024
<a href="#">Central Community Association Inc</a>	LA	\$242,015	President	\$2,934	<b>\$3,130</b>	2024
<a href="#">Hearts Respond</a>	CA	\$239,729	Board Member	\$29,950	<b>\$25,796</b>	2023
<a href="#">Citizens For Progress Inc</a>	TX	\$242,066	Executive Director	\$80,379	<b>\$80,199</b>	2023
<a href="#">Nogales Community Development Corp</a>	AZ	\$242,518	Interim Exec Director	\$50,000	<b>\$47,964</b>	2023
<a href="#">Ashland Senior Community Centerinc</a>	WI	\$242,767	Executive Di	\$41,132	<b>\$42,847</b>	2023
<a href="#">Springboard Group</a>	OR	\$239,010	President, Executive Officer	\$167,269	<b>\$154,940</b>	2023
<a href="#">Hostel Detroit</a>	MI	\$242,893	Director	\$68,470	<b>\$68,470</b>	2024
<a href="#">Tennessee Stormwater Association</a>	TN	\$238,201	Executive Di	\$56,553	<b>\$57,592</b>	2024
<a href="#">Hartford Next Inc</a>	CT	\$243,686	Executive Dir.	\$8,865	<b>\$8,053</b>	2024
<a href="#">Community Wide Care Of Arizona</a>	AZ	\$237,535	Vice President	\$34,082	<b>\$31,756</b>	2024
<a href="#">Flourish Beaver County</a>	PA	\$245,476	Chief Executive Officer	\$132,624	<b>\$128,135</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Beacon Hill Merchants Association</a>	WA	\$245,489	Director	\$82,682	<b>\$73,837</b>	2023
<a href="#">Chelsea Black Community</a>	MA	\$245,592	President	\$40,460	<b>\$35,225</b>	2024
<a href="#">Next Level Leaders Inc</a>	AL	\$246,248	Executive Di	\$57,200	<b>\$61,638</b>	2023
<a href="#">Jonah Inc</a>	IN	\$235,492	President	\$20,154	<b>\$20,591</b>	2024
<a href="#">Partnerships For Lawrence Inc</a>	IN	\$234,721	Executive Director	\$75,000	<b>\$78,890</b>	2023
<a href="#">Ocean Parkway Community Development Corp</a>	NY	\$247,942	Executive Director	\$12,151	<b>\$10,638</b>	2024
<a href="#">Black Economic Collective</a>	OR	\$233,756	Executive Director	\$58,378	<b>\$54,075</b>	2023
<a href="#">Greater Bethel Community Development Corporation</a>	NY	\$248,332	Executive Director	\$30,000	<b>\$26,264</b>	2024
<a href="#">Main Street Delaware Inc</a>	OH	\$233,337	Executive Director	\$73,750	<b>\$75,678</b>	2024
<a href="#">Bolin Community Inc</a>	CA	\$248,817	Secretary	\$21,868	<b>\$18,295</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 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 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	<b>264</b> organizations. Compensation range \$2,432–\$162,789; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$240,889); for reference, expenses \$223,114 and assets \$20,950.
ROLE MATCH	Aramis Hinds, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 5 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	24 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	22 <sup>nd</sup>
Reportable pay only (column D), adjusted	27 <sup>th</sup>
All sources (D + E + F), adjusted	22 <sup>nd</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 (Aramis Hinds) 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 264 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,823 is reasonable (approximately the 24<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.