

Beautiful Gate Outreach Center Inc

Executive Director / CEO

EIN 510407231

DE · NTEE G81

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melanie Bryant-hearst, Executive Director / CEO** (\$66,083) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Melanie Bryant-hearst — reported title “PROGRAM DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

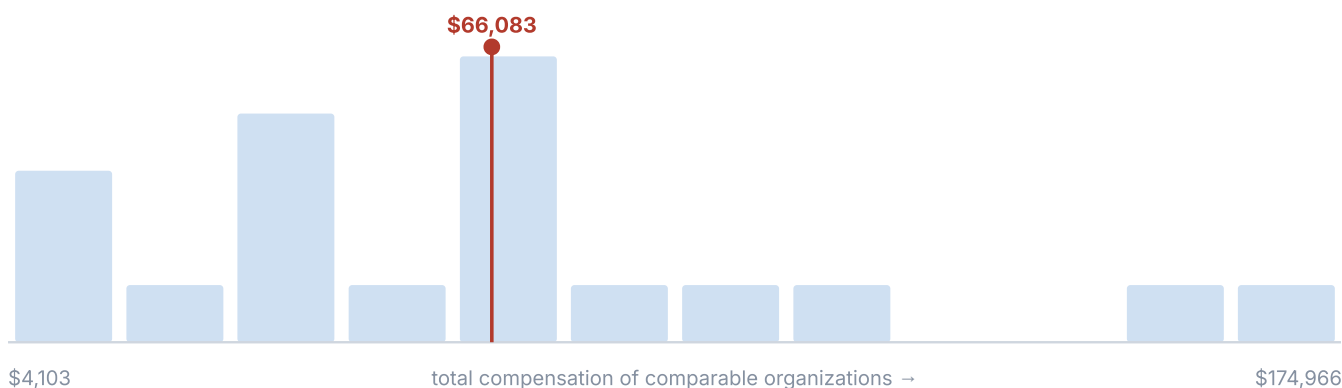
SECTOR Organizations sharing the subject's NTEE classification (G81).

BUDGET Total revenue between \$284,006 and \$635,836 — 0.67x to 1.50x the subject's \$423,891 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (G81), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,692

\$39,752

\$64,858

\$81,720

\$115,822

\$66,083



● 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 DE 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
Corporacion El Punto En La Montana	PR	\$422,445	Velez	\$46,080	\$44,758	2024
Being Alive San Diego	CA	\$410,750	Executive Director	\$105,833	\$88,318	2025
Allies Linked For The Prevention Of Hiv	ID	\$407,074	Executive Dir.	\$32,927	\$34,746	2024
Camp Dreamcatcher	PA	\$407,018	Executive Di	\$102,180	\$101,080	2024
Telluride Aids Benefit Inc	CO	\$472,865	Executive Director	\$79,050	\$73,254	2025
The Lazarus House A Center For Wellness	TX	\$368,650	Executive Director	\$45,784	\$45,431	2024
Childrens Aid Foundation	AL	\$367,325	Ceo	\$20,800	\$22,291	2024
Fxb Usa Inc	NY	\$346,549	Program Strategy & Innovation	\$120,000	\$107,566	2024
Damien Center Real Estate Holding Inc	IN	\$519,836	President/ceo	\$43,821	\$45,842	2024
Imani And Unidad	IN	\$531,128	Executive Director	\$69,750	\$75,121	2023
P A C T A Inc	PR	\$548,473	Director	\$8,576	\$8,330	2024
Hope In View Inc	IN	\$298,684	Coordinator	\$62,000	\$64,858	2024
First Founders Assurance Company	NJ	\$562,255	Director	\$4,500	\$4,103	2023
Housing4humanity	CA	\$591,297	President/ceo	\$6,000	\$5,140	2024
Aids Assistance Program	CA	\$598,097	Executive Dir.	\$198,400	\$174,966	2023
Cherish A Child Usa	TX	\$601,864	President	\$150,000	\$148,845	2024
Hiv-hcv Resource Center Inc	NH	\$604,702	Ex. Director	\$72,498	\$66,406	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Aids Project Of Southern Vermont	VT	\$605,796	Executive Director	\$55,120	\$56,661	2023
Positive Connections Inc	KS	\$616,804	Executive Di	\$63,331	\$67,870	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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	19 organizations. Compensation range \$4,103–\$174,966; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$423,891); for reference, expenses \$364,684 and assets \$82,172.
ROLE MATCH	Melanie Bryant-hearst, reported title " <i>PROGRAM DIRECTOR</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	3 peers 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	53rd
Total compensation (D + F), as reported (no adjustments)	58th
Reportable pay only (column D), adjusted	53rd

All sources (D + E + F), adjusted

37th

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 (Melanie Bryant-hearst) 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 19 similarly situated organizations (Same NTEE sector (G81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,083 is reasonable (approximately the 53rd 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.