

# Village Of Hope Inc

Executive Director / CEO

EIN 521631603  
 MD · NTEE L40Z  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **William Paul, Executive Director / CEO** (\$61,250) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** William Paul — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

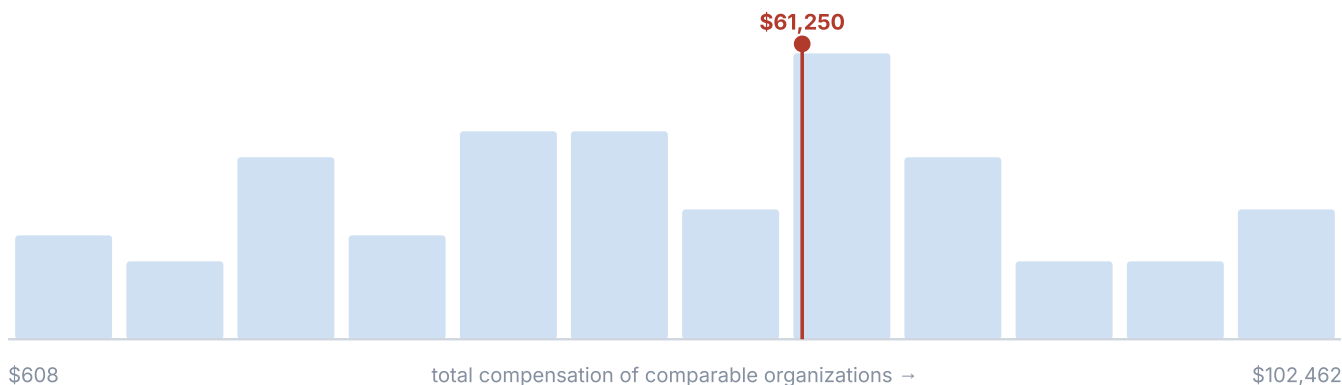
**SECTOR** Organizations sharing the subject's NTEE classification (L40Z).

**BUDGET** Total revenue between \$234,153 and \$524,224 — 0.67x to 1.50x the subject's \$349,483 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

**68** organizations qualified on sector, size, and geography → **68** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,933	\$29,922	\$51,459	\$68,773	\$87,015	\$61,250
----------	----------	----------	----------	----------	----------



## ● 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 MD 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="#">Active Change Recovery Inc</a>	CA	\$346,347	President	\$25,000	<b>\$23,091</b>	2024
<a href="#">Papilion House Inc</a>	TX	\$352,841	President	\$34,770	<b>\$37,202</b>	2024
<a href="#">Gila House Inc</a>	AZ	\$355,543	Executive Director	\$40,000	<b>\$41,147</b>	2024
<a href="#">Sacred Roots Farm Inc</a>	GA	\$341,171	Ceo	\$84,908	<b>\$94,015</b>	2023
<a href="#">Homes Of Hope Inc</a>	NC	\$357,864	Executive Director	\$55,296	<b>\$61,114</b>	2024
<a href="#">Siloam Missionary Homes</a>	NC	\$338,177	President	\$45,493	<b>\$51,765</b>	2023
<a href="#">Pee Wee Homes</a>	NC	\$361,795	Director	\$550	<b>\$608</b>	2024
<a href="#">Mission Accomplished</a>	TX	\$335,955	President	\$58,455	<b>\$62,544</b>	2024
<a href="#">The New Beginnings Of Southwest</a>	FL	\$334,293	Executive Director	\$61,007	<b>\$63,112</b>	2023
<a href="#">Samaritan House Inc</a>	NC	\$366,778	Executive Dir.	\$79,070	<b>\$87,389</b>	2024
<a href="#">Safe Shelter Incorporated</a>	WI	\$332,175	Executive Director	\$72,800	<b>\$81,323</b>	2024
<a href="#">Myplace Inc</a>	MI	\$327,076	Executive Director	\$65,977	<b>\$72,841</b>	2024
<a href="#">Isaiah House Inc</a>	GA	\$326,462	Executive Dir.	\$14,150	<b>\$15,218</b>	2024
<a href="#">Bethesda House Inc</a>	MA	\$326,001	Director	\$20,240	<b>\$20,029</b>	2023
<a href="#">Hope House Of Tennessee Inc</a>	TN	\$325,908	Founder Executive Director	\$50,000	<b>\$56,216</b>	2024
<a href="#">Shadetree Historical Artisan</a>	CA	\$323,323	President	\$71,250	<b>\$65,808</b>	2024
<a href="#">Nazareth Housing Development Corp</a>	OH	\$376,175	Executive Di	\$61,000	<b>\$69,107</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Gratiot County Hope House</a>	MI	\$377,853	Executive Director	\$65,625	<b>\$72,452</b>	2024
<a href="#">Mercy Mission House</a>	OH	\$319,579	Executive Di	\$42,692	<b>\$49,794</b>	2023
<a href="#">Steps 4 Life Community Services</a>	CA	\$312,208	President	\$65,680	<b>\$60,664</b>	2024
<a href="#">Grace Home Inc</a>	OK	\$389,502	President/director	\$60,351	<b>\$71,082</b>	2024
<a href="#">New Vision Housing Development Fund</a>	NY	\$309,036	Ceo	\$23,171	<b>\$23,057</b>	2023
<a href="#">Safe Harbors Network</a>	CA	\$391,640	Executive Dir.	\$13,210	<b>\$12,201</b>	2024
<a href="#">Housing Initiatives Of Princeton</a>	NJ	\$392,002	Executive Director	\$49,167	<b>\$48,341</b>	2023
<a href="#">Lilys House</a>	MO	\$306,565	Co-executive Director	\$7,800	<b>\$8,837</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	68 organizations. Compensation range \$608–\$102,462; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$349,483); for reference, expenses \$370,711 and assets \$609,357.
ROLE MATCH	William Paul, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	71 <sup>st</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	53 <sup>rd</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 (William Paul) 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 68 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,250 is reasonable (approximately the 63<sup>rd</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.