

Mission Of Hope

Executive Director / CEO

EIN 631253204
 AL · NTEE P20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Lori Abercrombie, Executive Director / CEO** (\$44,400) against **every comparable organization** that fit the selection criteria — **599** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

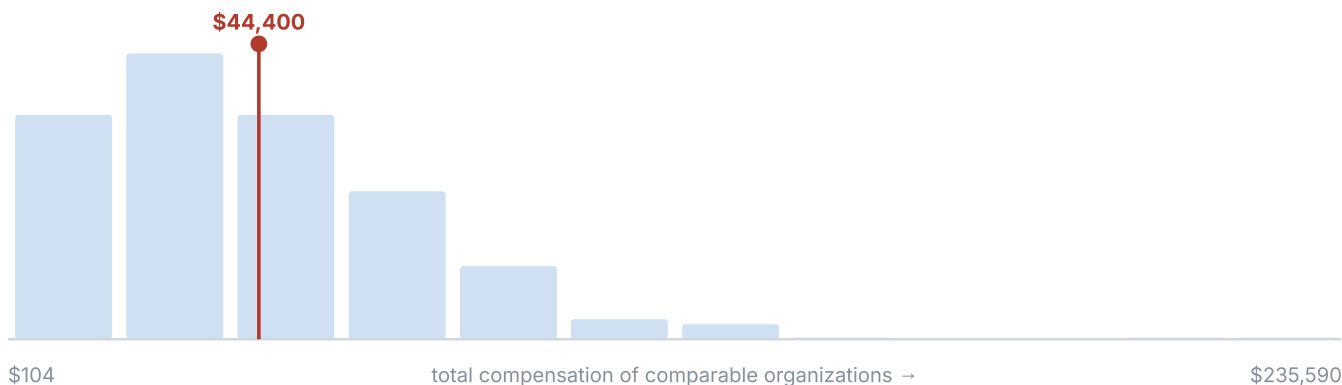
Benchmarked executive: Lori Abercrombie — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$118,549 and \$265,408 — 0.67x to 1.50x the subject's \$176,939 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

599 organizations qualified on sector, size, and geography → **599** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,725	\$21,511	\$38,415	\$59,972	\$81,382	\$44,400
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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 AL 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
Strategic Community Solutions Inc	MI	\$176,810	Professional Staff Director	\$2,607	\$2,491	2024
Tricircle Corporation	CT	\$176,769	Executive Director	\$36,000	\$32,167	2023
David Woods Kemper Veterans Foundation	MO	\$176,768	Executive Director/trustee	\$133,333	\$134,579	2023
Dream Fund	TX	\$177,171	Executive Director	\$66,000	\$61,111	2024
Honoring Americas Warriors Inc	OK	\$175,900	Executive Director	\$21,960	\$23,044	2023
Kaleidoscope Ministries	TX	\$177,997	Executive Director	\$62,292	\$57,678	2024
Young Women's Transitional Home Of Moore County	NC	\$175,847	Vice President	\$4,584	\$4,513	2023
Deep Roots Ministries Inc	TX	\$175,816	Executive Director	\$41,100	\$39,180	2023
Urban Purpose Inc	AL	\$175,726	President	\$51,276	\$52,791	2023
Delaware Ecumenical Council On Chil	DE	\$175,516	Executive Di	\$55,583	\$50,377	2024
587 Ministries Inc	CA	\$175,473	President	\$50,000	\$39,964	2024
Benjamin E Mays Family Resource Ctr	SC	\$175,374	Executive Di	\$69,566	\$67,177	2024
Hamilton County Alcohol & Other Drug Prevention Coalition Inc	FL	\$178,572	Executive Director	\$73,663	\$62,403	2025
Konbit Nfp	IL	\$178,884	President	\$73,350	\$68,721	2023
Awl Foundation	MO	\$174,601	Executive Di	\$33,756	\$33,094	2024
Project Cpr	PA	\$179,363	Pres	\$89,154	\$82,296	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Birthstone Corporation	MO	\$179,523	Assistant Treasurer	\$27,966	\$28,227	2023
Neighborhood Crusades Inc	PA	\$174,265	Director	\$33,100	\$31,457	2023
Cannedwater4kids Inc	WI	\$173,824	Secretary	\$31,025	\$29,992	2024
Porch Initiative	MO	\$180,235	Executive Dir.	\$82,500	\$80,882	2024
S Anon International Family Groups	TN	\$180,491	Executive Di	\$31,859	\$30,998	2024
Downtown Chillicothe	OH	\$173,376	Program Manager	\$49,000	\$48,039	2024
Positive Behavior Support Community	NY	\$173,087	Executive Director	\$32,400	\$27,901	2023
The Reach Initiative Inc	WV	\$180,808	Executive Director	\$82,534	\$82,718	2024
Heart For The City	AZ	\$172,910	President / Ceo	\$14,833	\$13,204	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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	599 organizations. Compensation range \$104–\$235,590; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$176,939); for reference, expenses \$239,874 and assets \$795,494.
ROLE MATCH	Lori Abercrombie, reported title <i>"Executive Dir."</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 12 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	59 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	56 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 (Lori Abercrombie) 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 599 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,400 is reasonable (approximately the 59th 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.