

# Hope For Grieving Families

Executive Director / CEO

EIN 813307448  
 VA · NTEE P20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Tara O'brien, Executive Director / CEO** (\$47,917) against **every comparable organization** that fit the selection criteria — **156** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69<sup>th</sup>** percentile of comparable organizations within the typical range

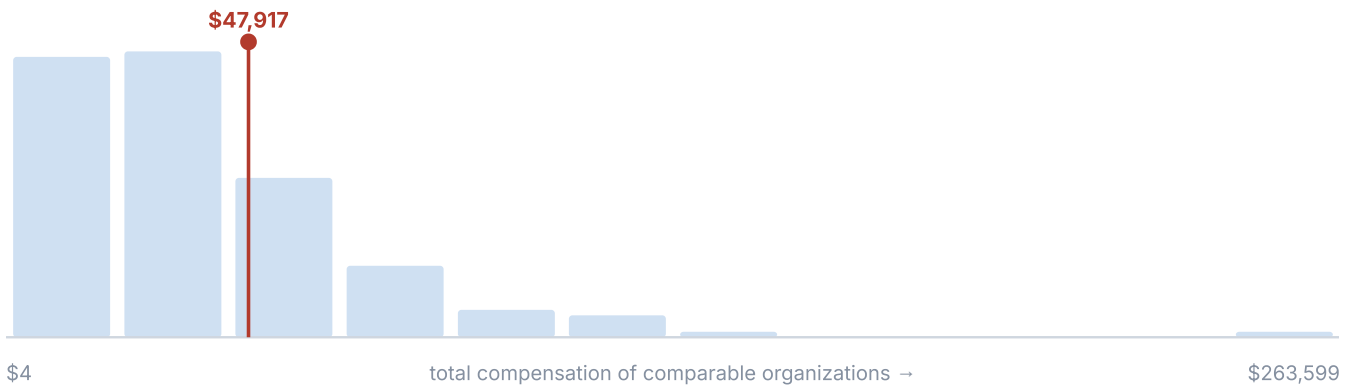
**Benchmarked executive:** Tara O'brien — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$59,013 and \$132,120 — 0.67x to 1.50x the subject's \$88,080 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**156** organizations qualified on sector, size, and geography → **156** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,251	\$17,047	\$31,509	\$56,117	\$74,194	\$47,917
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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 VA 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="#">Honor Bound Foundation Inc</a>	CT	\$88,313	President	\$74,983	<b>\$72,814</b>	2024
<a href="#">Manna Cafe Ci</a>	VA	\$88,530	President	\$29,548	<b>\$29,548</b>	2024
<a href="#">Selflessservice Inc</a>	PA	\$87,194	Executive Di	\$28,800	<b>\$30,624</b>	2023
<a href="#">Juan Diez Rancheros</a>	IA	\$86,839	Pres/exec Dir	\$47,537	<b>\$53,907</b>	2024
<a href="#">Winchester-frederick-clark Faith</a>	VA	\$86,677	Executive Di	\$32,656	<b>\$33,621</b>	2023
<a href="#">True Community Development Corporation</a>	NY	\$86,648	Executive Director	\$33,150	<b>\$31,940</b>	2023
<a href="#">Assist - Flathead Valley</a>	MT	\$86,611	System Ceo	\$37,517	<b>\$43,121</b>	2023
<a href="#">Black Child Development Institute Colorado</a>	CO	\$86,471	Affiliate President	\$31,582	<b>\$32,291</b>	2023
<a href="#">Lincoln Road Llc</a>	ID	\$89,749	Chief Executive Officer	\$6,686	<b>\$7,366</b>	2024
<a href="#">Bishop Joseph Ministries Inter</a>	SD	\$89,921	President	\$42,000	<b>\$49,425</b>	2023
<a href="#">Flickinger Learning Center</a>	IA	\$85,672	Executive Director	\$54,942	<b>\$60,699</b>	2025
<a href="#">Believe Community Services Inc</a>	FL	\$85,360	Executive Director	\$325	<b>\$326</b>	2023
<a href="#">Village Resources Incorporated</a>	NJ	\$85,329	Executive Director/ceo	\$24,500	<b>\$23,325</b>	2023
<a href="#">Breaking Ground Inc</a>	IL	\$85,306	Executive Director	\$5,385	<b>\$5,483</b>	2024
<a href="#">Rainbow Farms Inc</a>	MS	\$90,937	President	\$27,000	<b>\$31,144</b>	2024
<a href="#">Love Inc Of Eagle River</a>	AK	\$91,503	Executive Di	\$6,965	<b>\$7,100</b>	2023
<a href="#">Heart Of Unlimited Boundaries</a>	OH	\$84,571	Executive Di	\$39,788	<b>\$44,934</b>	2023
<a href="#">Hwc Foundation Inc</a>	OK	\$83,936	Ceo	\$18,950	<b>\$21,611</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Metro Baptist Center Incorporated</a>	IN	\$83,770	Executive Director/ceo	\$49,638	<b>\$55,815</b>	2023
<a href="#">Heavy Hands Heavy Hearts Foundation</a>	CO	\$92,464	Board Member	\$75,000	<b>\$76,682</b>	2023
<a href="#">Transforming Power Fund</a>	MI	\$93,303	Executive Director	\$56,538	<b>\$60,439</b>	2024
<a href="#">Victory Christian Ministries Of</a>	FL	\$82,839	President	\$127,217	<b>\$127,432</b>	2023
<a href="#">Shields For Kids Inc</a>	TX	\$82,833	Employee	\$15,403	<b>\$15,958</b>	2024
<a href="#">Skyway Housing Foundation Inc</a>	FL	\$82,745	Executive Director	\$150,000	<b>\$145,942</b>	2024
<a href="#">Patch Our Planet Inc</a>	FL	\$82,203	Executive Di	\$71,624	<b>\$69,686</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	156 organizations. Compensation range \$4–\$263,599; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$88,080); for reference, expenses \$84,667 and assets \$84,824.
ROLE MATCH	Tara O'brien, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 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	69 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	58 <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 (Tara O'brien) 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 156 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,917 is reasonable (approximately the 69<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.