

Matthew's Hope Foundation Inc

Executive Director / CEO

EIN 814311554

TX · NTEE F21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer O'neal Wedekind, Executive Director / CEO** (\$96,000) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

Benchmarked executive: Jennifer O'neal Wedekind — reported title "DIRECTOR & EXECUTIVE DIREC", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F21).
BUDGET	Total revenue between \$303,786 and \$680,119 — 0.67x to 1.50x the subject's \$453,413 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F21), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,214	\$40,178	\$57,952	\$84,969	\$118,877	\$96,000
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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 TX 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
The Mccoy House Extended Care For Women	MS	\$463,810	Ceo	\$22,326	\$25,592	2023
Uplift Youth Foundation	CA	\$440,987	Executive Director - (Thru 5/2024)	\$63,497	\$54,813	2024
Palmer Drug Abuse Program Of Lea	NM	\$439,949	Trustee	\$100,697	\$108,272	2024
Recover Wyoming	WY	\$437,174	Executive Director	\$71,017	\$78,268	2023
Tri-county Community Partnership Inc	NY	\$469,843	Former Director	\$58,500	\$54,407	2023
Mountain Top Cares Coalition Inc	NY	\$436,347	Executive Di	\$88,336	\$77,741	2025
Cobb Community Alliance To Prevent	GA	\$473,070	Executive Director	\$56,000	\$57,952	2023
National Asian Pac Am Fam Allied For	CA	\$475,903	Executive Dir.	\$118,409	\$102,215	2024
Power Forward Inc	MA	\$430,604	Director	\$42,290	\$37,991	2024
Alcohol & Drug Abuse Council Of Delaware	NY	\$430,396	Executive Dir.	\$48,827	\$44,108	2024
Men Of Pa A	HI	\$429,115	Executive Director	\$65,000	\$58,177	2024
Life Challenge International	CA	\$424,816	President	\$48,000	\$41,435	2024
Day At A Time Club Inc	AZ	\$491,302	Vice President	\$25,555	\$24,569	2024
Community Prevention Services Inc	NC	\$412,682	President	\$49,999	\$53,172	2023
Next Steps For Change Inc	WI	\$494,760	Executive Dir.	\$113,863	\$118,877	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Eau Claire Sober Living Inc	WI	\$499,750	President/ Executive Director	\$37,279	\$38,921	2024
Dream Of Hattiesburg Inc	MS	\$402,862	Excutive Director	\$84,768	\$94,381	2024
Communities Confronting Substance Use &	NJ	\$400,942	President	\$22,846	\$20,994	2023
Partnership For A Drug Free Community Inc	AL	\$391,838	Executive Director	\$59,301	\$64,045	2024
Life Align Inc	MI	\$390,123	Executive Di	\$102,064	\$105,314	2024
Alcap	AL	\$388,306	Executive Director	\$71,045	\$76,729	2024
My Life Foundation Inc	MD	\$385,986	President	\$32,180	\$30,076	2024
What's Important Now Foundation	OK	\$380,972	Executive Director	\$104,459	\$114,988	2024
Addiction Solutions Corp	IN	\$540,960	Executive Director	\$59,044	\$62,246	2024
Columbus County Dream Center Inc	NC	\$364,138	Exe Director	\$52,010	\$53,723	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 51 organizations. Compensation range \$12,377–\$489,701; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$453,413); for reference, expenses \$483,513 and assets \$415,269.

ROLE MATCH	Jennifer O'neal Wedekind, reported title " <i>DIRECTOR & EXECUTIVE DIREC</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	78 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	76 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 (Jennifer O'neal Wedekind) 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 51 similarly situated organizations (Same NTEE sector (F21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,000 is reasonable (approximately the 78th 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.