

House Of Hope-new Hampshire Inc

Executive Director / CEO

EIN 822057692

NH · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Phyllis Phelps, Executive Director / CEO** (\$31,084) against **every comparable organization** that fit the selection criteria — **1020** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

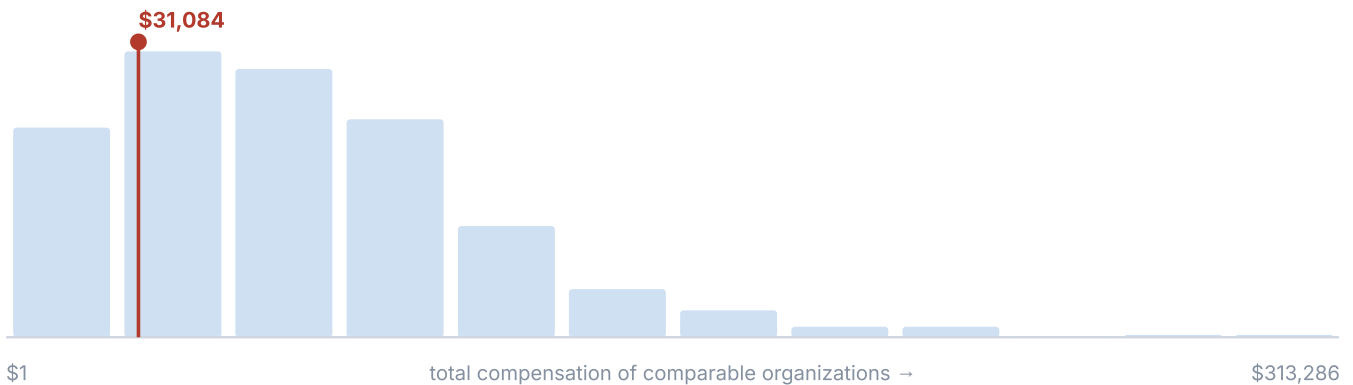
SECTOR Organizations sharing the subject's NTEE classification (X20).

BUDGET Total revenue between \$222,995 and \$499,243 — 0.67x to 1.50x the subject's \$332,829 (the band tightens as size grows).

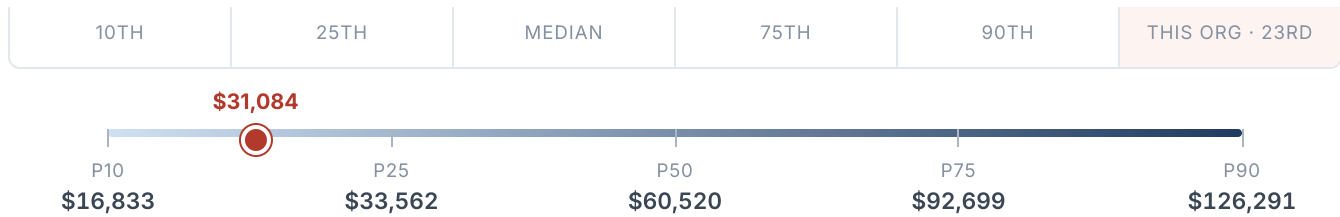
GEOGRAPHY Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

1,020 organizations qualified on sector, size, and geography → **1,020** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,833	\$33,562	\$60,520	\$92,699	\$126,291	\$31,084
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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 NH 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
Project Concern Of Cudahy-st Francis Inc	WI	\$332,761	Pantry Manager	\$55,678	\$62,974	2024
Iglesia Cristiana Canaan Defensores	MD	\$332,715	President	\$76,636	\$77,594	2024
House Of Israel Intl Ministries Inc	CO	\$332,689	Chairman And President	\$124,145	\$128,920	2024
Mb Evidence Ministries Inc	OH	\$332,684	President	\$37,591	\$44,392	2023
Hands Of Hope International	AL	\$333,015	Hunt	\$22,600	\$27,224	2023
Today Ministries	TX	\$333,068	President	\$143,500	\$155,458	2024
Free Indeed	PA	\$333,074	Admin	\$80,986	\$90,048	2023
Blast & Cast Mens Ministries	TX	\$332,577	Executive Director	\$82,485	\$91,998	2023
Co-laborers With Christ Inc	NH	\$332,373	Vice President	\$27,500	\$31,833	2021
Creation Research Society	AZ	\$333,364	Administrative	\$75,000	\$80,423	2023
Echo Ministry	NC	\$332,214	Executor Director	\$47,723	\$53,403	2024
Live Like Jesus Today Ministries In	KS	\$333,534	Executive Di	\$77,700	\$93,594	2023
Gymtown Pantry Inc	IN	\$332,000	President	\$78,000	\$91,714	2023
Imago Dei Motorcycle Ministry	GA	\$331,868	Mitchell Sr	\$6,010	\$6,544	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Contagious Love International	TN	\$333,928	Sr. Pastor, President	\$85,600	\$100,323	2023
Young Leaders International Inc	GA	\$334,057	Executive Director	\$105,058	\$114,401	2024
Atlas Group Of Lyon County	IA	\$334,229	Executive Dir.	\$48,800	\$57,868	2024
Main Street Living Inc	SD	\$331,367	Director	\$114,829	\$137,247	2024
Liberty Grace Of God	MD	\$334,444	Senior Pastor	\$49,400	\$51,495	2023
Frank Hechavarria Ministries Inc	CA	\$330,957	President	\$214,617	\$200,703	2024
Coach Approach Ministries	IL	\$334,828	President	\$65,946	\$70,213	2024
Seed Ministry Inc	IN	\$334,864	Pastor/director	\$16,800	\$19,187	2024
North Dakota Professional Health	ND	\$334,890	Executive Director (Through 8/2023)	\$69,276	\$84,765	2023
Soar Global Inc	AL	\$330,739	Vice Preside	\$18,000	\$21,060	2024
Faith Christian Ministries Of Nash	NC	\$330,654	Director	\$30,784	\$34,448	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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 **1020** organizations. Compensation range \$1–\$313,286; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$332,829); for reference, expenses \$180,406 and assets \$472,068. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Phyllis Phelps, reported title " <i>Executive Director</i> "; benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	23 rd
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	22 nd

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 (Phyllis Phelps) 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 1020 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,084 is reasonable (approximately the 23rd 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.