

Gratiot County Hope House

Executive Director / CEO

EIN 825453790

MI · NTEE L40

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Jake Gregory, Executive Director / CEO** (\$65,625) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

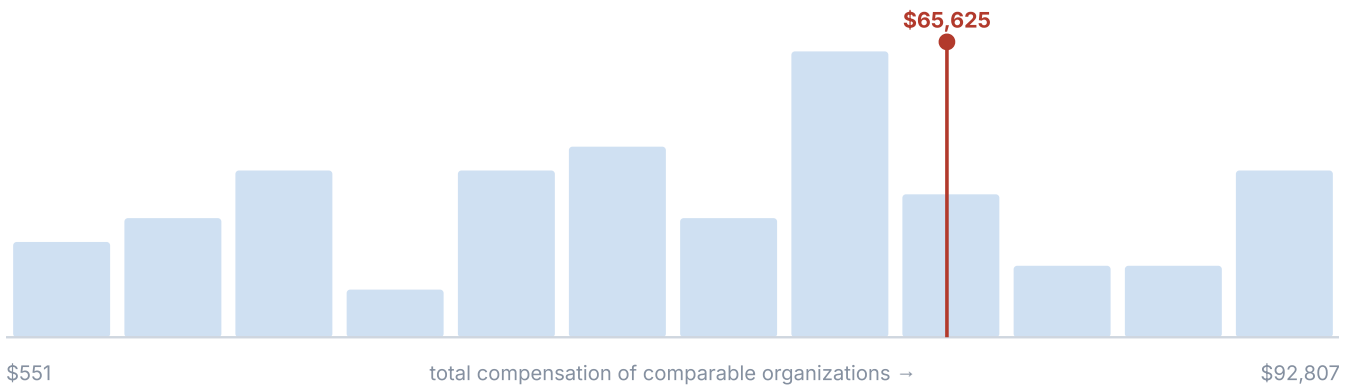
Benchmarked executive: Jake Gregory — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L40).
BUDGET	Total revenue between \$253,161 and \$566,779 — 0.67x to 1.50x the subject's \$377,853 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,006	\$26,114	\$50,919	\$62,595	\$84,589	\$65,625
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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 MI 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
Nazareth Housing Development Corp	OH	\$376,175	Executive Di	\$61,000	\$62,595	2024
Samaritan House Inc	NC	\$366,778	Executive Dir.	\$79,070	\$79,154	2024
Grace Home Inc	OK	\$389,502	President/director	\$60,351	\$64,384	2024
Safe Harbors Network	CA	\$391,640	Executive Dir.	\$13,210	\$11,051	2024
Housing Initiatives Of Princeton	NJ	\$392,002	Executive Director	\$49,167	\$43,786	2023
Hearne House Inc	OH	\$393,504	Executive Dir.	\$37,500	\$39,617	2023
Pee Wee Homes	NC	\$361,795	Director	\$550	\$551	2024
Next Step Initiative Tennessee	TN	\$397,545	Executive Dir.	\$53,737	\$53,314	2025
Homes Of Hope Inc	NC	\$357,864	Executive Director	\$55,296	\$55,355	2024
New Attitude On My Image Inc	OH	\$398,948	Exec Director	\$53,400	\$54,796	2024
Gila House Inc	AZ	\$355,543	Executive Director	\$40,000	\$37,270	2024
Our Front Porch	CO	\$400,731	Ceo	\$79,625	\$73,971	2024
Hoskins Park Ministries Inc	NC	\$401,432	Director	\$61,825	\$63,719	2023
Gmp Development Corp	MA	\$401,456	President & Ceo	\$4,937	\$4,298	2024
Papillon House Inc	TX	\$352,841	President	\$34,770	\$33,697	2024
Village Of Hope Inc	MD	\$349,483	Executive Director	\$61,250	\$55,478	2024
Active Change Recovery Inc	CA	\$346,347	President	\$25,000	\$20,915	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sacred Roots Farm Inc	GA	\$341,171	Ceo	\$84,908	\$85,156	2023
Siloam Missionary Homes	NC	\$338,177	President	\$45,493	\$46,887	2023
Mission Accomplished	TX	\$335,955	President	\$58,455	\$56,651	2024
The New Beginnings Of Southwest	FL	\$334,293	Executive Director	\$61,007	\$57,165	2023
Safe Shelter Incorporated	WI	\$332,175	Executive Director	\$72,800	\$73,660	2024
South Oakland Citizens For The	MI	\$426,298	Executive Di	\$65,000	\$63,325	2025
Myplace Inc	MI	\$327,076	Executive Director	\$65,977	\$65,977	2024
Isaiah House Inc	GA	\$326,462	Executive Dir.	\$14,150	\$13,784	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	69 organizations. Compensation range \$551–\$92,807; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$377,853); for reference, expenses \$420,929 and assets \$205,149.
ROLE MATCH	Jake Gregory, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	80 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	71 st

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 (Jake Gregory) 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 69 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,625 is reasonable (approximately the 80th 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.