

Hope House Of Tennessee Inc

Executive Director / CEO

EIN 833619804

TN · NTEE L40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lindsey Norton, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

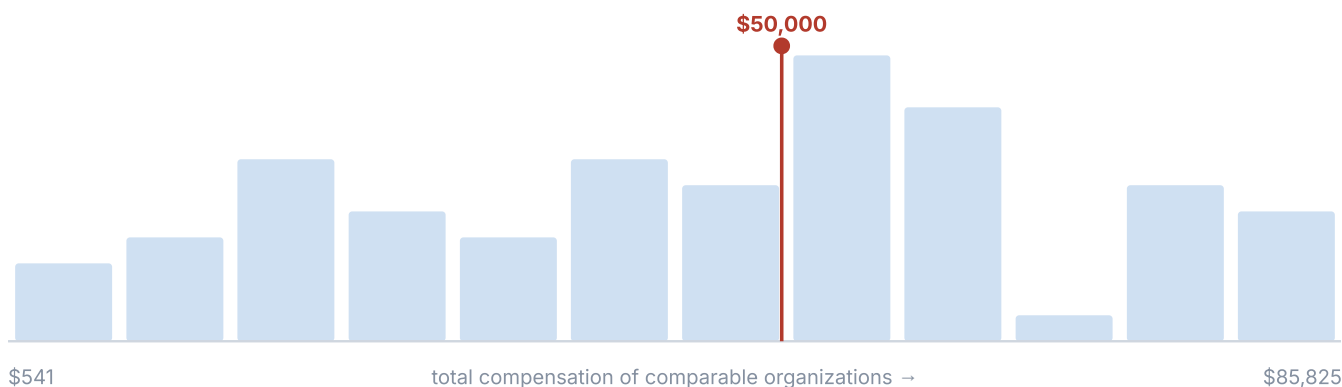
Benchmarked executive: Lindsey Norton — reported title “Founder Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

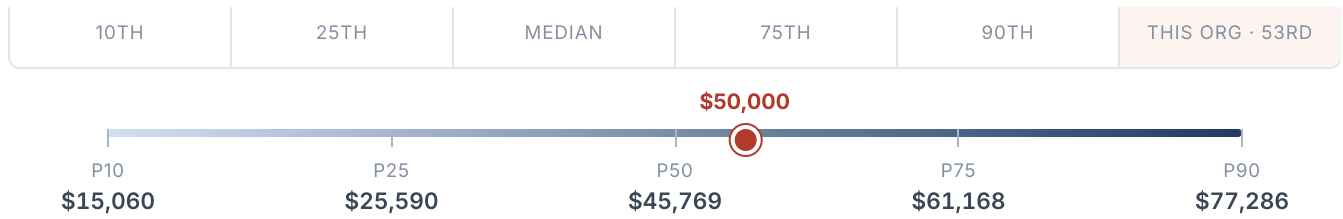
SECTOR	Organizations sharing the subject's NTEE classification (L40).
BUDGET	Total revenue between \$218,358 and \$488,862 — 0.67x to 1.50x the subject's \$325,908 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

68 organizations qualified on sector, size, and geography → **68** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,060	\$25,590	\$45,769	\$61,168	\$77,286	\$50,000
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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 TN 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
Bethesda House Inc	MA	\$326,001	Director	\$20,240	\$17,814	2023
Isaiah House Inc	GA	\$326,462	Executive Dir.	\$14,150	\$13,535	2024
Myplace Inc	MI	\$327,076	Executive Director	\$65,977	\$64,786	2024
Shadetree Historical Artisan	CA	\$323,323	President	\$71,250	\$58,531	2024
Safe Shelter Incorporated	WI	\$332,175	Executive Director	\$72,800	\$72,331	2024
Mercy Mission House	OH	\$319,579	Executive Di	\$42,692	\$44,288	2023
The New Beginnings Of Southwest	FL	\$334,293	Executive Director	\$61,007	\$56,134	2023
Mission Accomplished	TX	\$335,955	President	\$58,455	\$55,628	2024
Siloam Missionary Homes	NC	\$338,177	President	\$45,493	\$46,041	2023
Steps 4 Life Community Services	CA	\$312,208	President	\$65,680	\$53,956	2024
Sacred Roots Farm Inc	GA	\$341,171	Ceo	\$84,908	\$83,619	2023
New Vision Housing Development Fund	NY	\$309,036	Ceo	\$23,171	\$20,507	2023
Lilys House	MO	\$306,565	Co-executive Director	\$7,800	\$7,859	2024
Active Change Recovery Inc	CA	\$346,347	President	\$25,000	\$20,537	2024
Life Line Outreach Inc	NC	\$302,825	Board Member	\$22,631	\$22,246	2024
Village Of Hope Inc	MD	\$349,483	Executive Director	\$61,250	\$54,477	2024
Glory House Of Miami Inc	FL	\$301,603	Ceo /Preside	\$56,496	\$50,492	2024
Papilion House Inc	TX	\$352,841	President	\$34,770	\$33,089	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gila House Inc	AZ	\$355,543	Executive Director	\$40,000	\$36,597	2024
Homes Of Hope Inc	NC	\$357,864	Executive Director	\$55,296	\$54,356	2024
Natasha House Inc	VA	\$292,986	Executive Director	\$35,258	\$32,387	2024
Pee Wee Homes	NC	\$361,795	Director	\$550	\$541	2024
Skelley House Inc	AZ	\$288,089	President	\$62,400	\$57,092	2024
Park Avenue Thorpe Housing Development	NY	\$287,925	Executive Director	\$2,057	\$1,821	2023
Avenues 12 Inc	FL	\$287,719	Executive Director (Deceased)	\$20,980	\$18,750	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 68 organizations. Compensation range \$541–\$85,825; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$325,908); for reference, expenses \$64,795 and assets \$1,429,956. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Lindsey Norton, reported title "*Founder Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 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	53 rd
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	44 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 (Lindsey Norton) 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 68 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 53rd 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.