

Hope Grows International Inc

Executive Director / CEO

EIN 841936396

FL · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Julie Linneman, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

Benchmarked executive: Julie Linneman — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

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

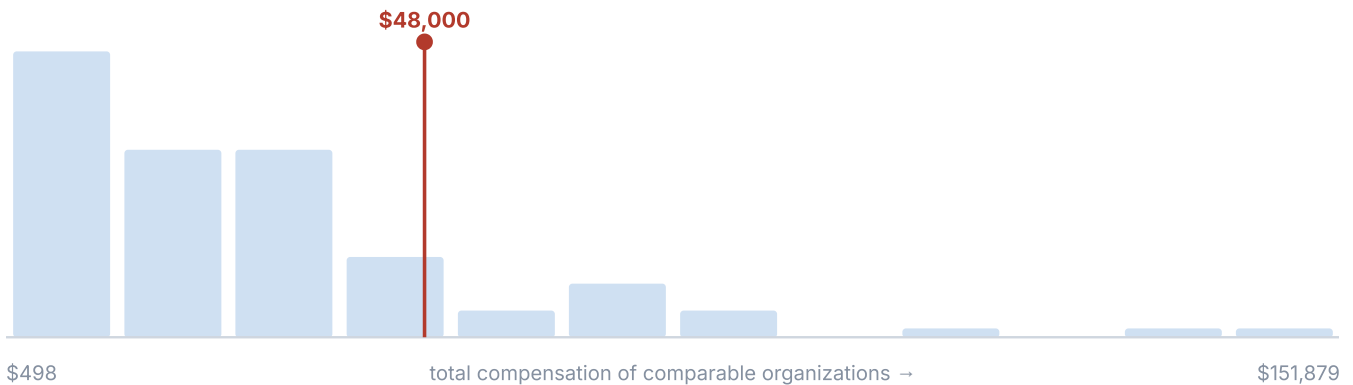
BUDGET Total revenue between \$39,105 and \$87,549 — 0.67x to 1.50x the subject's \$58,366 (the band tightens as size grows).

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

98 organizations qualified on sector, size, and geography

→ **98** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,554	\$9,903	\$22,065	\$37,456	\$66,564	\$48,000
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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 FL 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
Open Heavens Ministry Inc	FL	\$58,363	President	\$43,980	\$43,980	2024
Youth With A Mission Awake	MN	\$57,993	President/officer	\$2,925	\$3,077	2024
Christ For Ireland Inc	SC	\$58,817	Vice Preside	\$23,849	\$27,266	2023
The Word Foundation Inc	NY	\$59,664	President	\$39,000	\$37,514	2024
Iglesia Pentecostal Tabernaculo De Dios	NV	\$61,009	President	\$12,000	\$13,182	2023
Journey Counseling Ministries Inc	VA	\$55,608	Director Clinical Dir	\$5,762	\$5,922	2024
Global Fire Ministries	TN	\$61,150	Offier	\$70,650	\$81,387	2023
Redeem Neighborhoods	AZ	\$61,366	President	\$18,102	\$19,079	2023
Del Corazon De Jesucristo	AZ	\$55,293	President/director	\$34,014	\$35,850	2023
Equippers Group International	TX	\$61,750	Treasurer	\$24,000	\$26,311	2023
Iglesia Cristiana Sendero De Amor Md	MD	\$61,837	Pastor & Director	\$31,850	\$31,697	2024
Fuel The Fire Ministries	TX	\$62,068	President	\$21,000	\$22,361	2024
Templo Evangelico Cedro De Livano	TX	\$54,605	Pastor	\$9,627	\$10,251	2024
Seventh Trumpet Ministries Inc	TX	\$54,450	Officer	\$1,733	\$1,900	2023
Shekinah Tabernacle Gospel Church	MI	\$54,413	Pastor	\$12,960	\$14,660	2023
Cross Cultured Ministries Inc	CA	\$53,895	Chief Executive Officer	\$3,000	\$2,758	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bethesda Changers Chapel	MD	\$63,264	Resident And Senior Pastor	\$8,400	\$8,360	2024
Walking Worthy A Journey To Freedom	TN	\$63,302	Executive Director	\$15,596	\$17,451	2024
Fuentes De Aguas Vivas International Fellowship Church Inc	IN	\$53,383	Vice President	\$15,600	\$18,029	2023
In The Name Of Love Ministries Inc	CA	\$53,319	President	\$25,000	\$23,658	2023
Yahweh Church Orlando Inc	FL	\$52,840	President	\$5,319	\$5,319	2024
Gkerr Ministries Corp	FL	\$52,729	Kerr	\$44,655	\$45,974	2023
Life Focus Communications Nfp	IL	\$52,459	Executive Director	\$24,000	\$25,858	2023
Mustard Seed Cottage	GA	\$64,912	Director	\$7,542	\$8,072	2024
Search For Me Ministries Inc	PA	\$64,971	President And Director	\$47,930	\$50,880	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 98 organizations. Compensation range \$498–\$151,879; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$58,366); for reference, expenses \$66,638 and assets \$592.

ROLE MATCH Julie Linneman, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO.
Selected as the organization's highest-paid individual without an exact title match — the

board should confirm this is a comparable role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	82 nd
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	79 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 (Julie Linneman) 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 98 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 82nd 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.