

Hope House Northern Colorado

Executive Director / CEO

EIN 842254895

CO · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Colleen Emery, Executive Director / CEO** (\$45,231) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

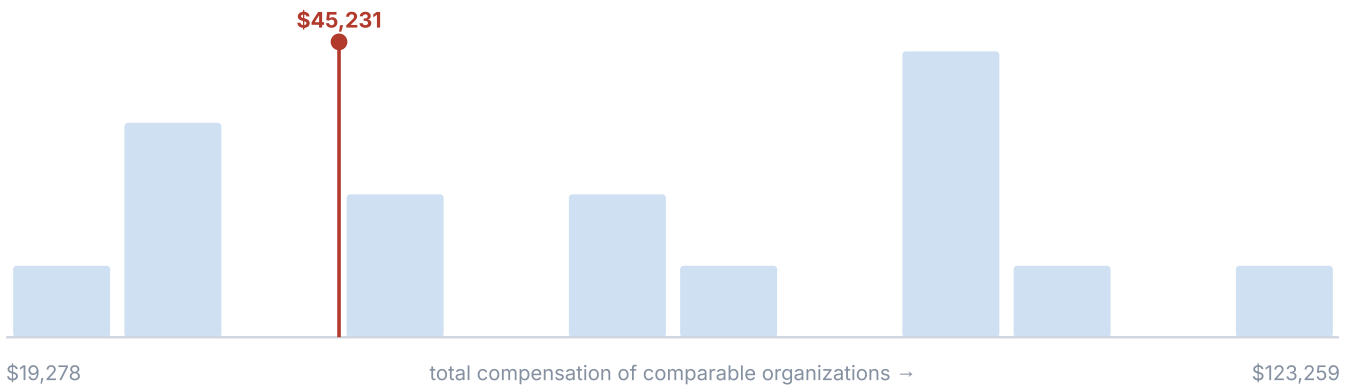
Benchmarked executive: Colleen Emery — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$208,485 and \$466,758 — 0.67x to 1.50x the subject's \$311,172 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + CO + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,203	\$42,647	\$66,920	\$90,119	\$98,304	\$45,231
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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 CO 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
Crested Butte Development Team	CO	\$327,642	Director	\$34,000	\$35,004	2023
Peruvian Hearts	CO	\$328,418	Executive Director	\$65,000	\$66,920	2023
Connections 4 Kids	CO	\$284,091	Executive Director	\$91,629	\$89,267	2025
Clear Creek Rock House	CO	\$281,000	Executive Director	\$62,911	\$64,769	2023
Youth Celebrate Diversity	CO	\$274,583	Executive Di	\$92,814	\$90,422	2025
Convivir Colorado	CO	\$349,346	Ceo & Founder	\$92,459	\$92,459	2024
Youth Empowerment Agency	CO	\$378,219	Director	\$50,290	\$50,290	2024
Youth Documentary Academy	CO	\$381,734	Executive Director	\$102,200	\$102,200	2024
Colorado Young Leaders	CO	\$234,792	Executive Di	\$33,008	\$33,008	2024
Andy Zanca Youth Empowerment Program	CO	\$225,892	Executive Dir.	\$52,052	\$52,052	2024
Radical Arts Academy Of Denver	CO	\$220,241	Co-executive Director	\$19,278	\$19,278	2024
5110 Youth Ranch	CO	\$423,405	Ranch Director	\$30,000	\$30,000	2024
Centennial Youth Baseball-softball	CO	\$437,174	League Manager	\$71,000	\$73,097	2023
Whole Human Project	CO	\$451,844	Executive Dir	\$123,259	\$123,259	2024
The Rock Center	CO	\$457,880	Executive Dir.	\$89,816	\$89,816	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 15 organizations. Compensation range \$19,278–\$123,259; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$311,172); for reference, expenses \$235,624 and assets \$364,433.

ROLE MATCH Colleen Emery, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	27 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	27 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 (Colleen Emery) 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 15 similarly situated organizations (Same NTEE sector (O50) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,231 is reasonable (approximately the 27th 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.