

Hope Anchor & Crew Inc

Executive Director / CEO

EIN 843691211

IN · NTEE W70

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Lindsay Schloss, Executive Director / CEO** (\$38,077) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

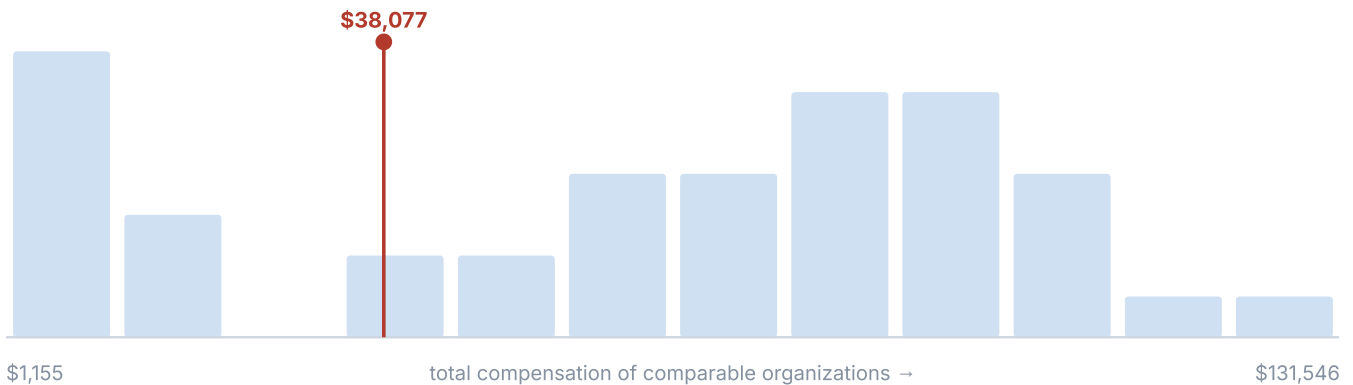
Benchmarked executive: Lindsay Schloss — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W70).
BUDGET	Total revenue between \$151,802 and \$339,856 — 0.67x to 1.50x the subject's \$226,571 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W70), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,064	\$30,554	\$73,298	\$90,761	\$100,488	\$38,077
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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 IN 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
Rise Up Woman International	IN	\$226,790	President	\$10,500	\$10,500	2023
Lideramos	CO	\$227,132	Executive Dir.	\$102,451	\$90,483	2024
Leadership Lorain County Inc	OH	\$224,812	President & Ceo	\$75,800	\$73,946	2024
Leading For Change Inc	AZ	\$231,487	President & Ceo	\$109,740	\$97,209	2024
Move For America	MN	\$220,083	Executive Director	\$7,500	\$7,027	2023
Mclaran Leadership Foundation	OR	\$217,633	Executive Director	\$15,154	\$12,962	2024
Greater Missouri Leadership	MO	\$235,713	Executive Di	\$95,000	\$95,414	2023
Georgia Athletic Directors Association	GA	\$214,748	Executive Director	\$6,000	\$5,557	2024
The Serving Way	PA	\$240,190	President	\$10,667	\$10,087	2023
Catawba Valley Leadership Foundation Inc	NC	\$212,187	Foundation Director	\$42,375	\$40,328	2024
Purposequest International Inc	PA	\$242,579	President/chairman	\$10,428	\$9,861	2023
Shannon Leadership Institute	MN	\$208,093	Executive Director (Through July 2024)	\$12,500	\$11,376	2024
Bold Leadership Network	SC	\$206,208	Secretary	\$18,540	\$18,341	2023
Leadership Training International	VA	\$247,977	President/ce	\$81,292	\$72,295	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Technical College Directors Association	GA	\$204,001	Executive Dir.	\$120,000	\$111,133	2024
Women Of Color Roar Media	CA	\$249,608	President	\$65,000	\$51,697	2024
Leadership Ashtabula County Inc	OH	\$252,148	Executive Director	\$63,059	\$63,334	2023
American Leadership Forum Tacoma	WA	\$198,320	President	\$24,700	\$19,843	2025
Black Leadership & Legacies Inc	IN	\$256,064	President	\$61,500	\$59,736	2024
The Jackson Institute Inc	GA	\$256,657	Chairman	\$142,041	\$131,546	2024
Ventura County Leadership Academy	CA	\$258,726	Executive Director	\$136,277	\$105,592	2025
Leadership Oakland	MI	\$260,741	Executive Director	\$82,000	\$77,956	2024
Community Leadership Development Program	NY	\$185,289	President & Ceo	\$76,758	\$65,772	2023
Board Development Systems Inc	TX	\$267,973	President/ce	\$87,729	\$80,829	2024
Heartland Center For Leadership	NE	\$183,296	President	\$75,275	\$72,649	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN cost of living and 2023 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 IN 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	40 organizations. Compensation range \$1,155–\$131,546; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$226,571); for reference, expenses \$227,954 and assets \$48,133.
ROLE MATCH	Lindsay Schloss, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	28 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	25 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 (Lindsay Schloss) 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 10, 2026, comparing compensation against 40 similarly situated organizations (Same NTEE sector (W70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,077 is reasonable (approximately the 28th 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 10, 2026.