

Greater Hayward House Of Hope Incorporated

Executive Director / CEO

EIN 844955418
 WI · NTEE X20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Michael Thompson, Executive Director / CEO** (\$30,638) against **every comparable organization** that fit the selection criteria — **508** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

Benchmarked executive: Michael Thompson — 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 \$105,556 and \$236,320 — 0.67x to 1.50x the subject's \$157,547 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

508 organizations qualified on sector, size, and geography → **508** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,643 10TH	\$22,130 25TH	\$39,162 MEDIAN	\$68,704 75TH	\$97,404 90TH	\$30,638 THIS ORG · 38TH
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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 WI 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
Edens Redemption Inc	OK	\$157,496	President	\$3,333	\$3,413	2024
Grace Counseling Ministries Inc	NJ	\$157,439	President	\$72,411	\$60,129	2024
Catalytic Foundation	SC	\$157,432	President/ceo	\$122,558	\$118,914	2024
Marian Movement Of Priests	ME	\$157,269	President & Treasurer	\$34,957	\$32,555	2024
Tcmg Holdings	CO	\$157,205	Creative Dir.	\$36,000	\$32,105	2024
Mom2mom Atlanta South Inc	GA	\$157,092	Executive Di	\$2,830	\$2,578	2025
3ca Inc	OH	\$158,114	President	\$3,000	\$2,955	2024
American Friends Of The Episcopal Church Of The Sudans	VA	\$156,475	Executive Director	\$29,066	\$26,872	2023
Three Five Ministries Inc	VA	\$156,450	President & Pastor	\$82,320	\$76,107	2023
Ahava Ministries Inc	OK	\$156,401	Foundermissionary	\$12,000	\$12,290	2024
Iglesia Elim Dover Nonprofit I	NJ	\$156,376	President	\$15,200	\$12,995	2023
Goodlife Deliverance Ministries	NY	\$156,261	Pastor	\$24,000	\$20,170	2024
Champions Of Faith International Church Inc	FL	\$158,926	President	\$17,900	\$16,101	2023
Tommy Brandt Ministries Inc	FL	\$156,047	P	\$11,750	\$10,266	2024
Central Christian Fellowship	TN	\$159,283	President	\$31,449	\$30,745	2024
The Rephidim Project	ME	\$155,604	President	\$46,630	\$43,426	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tim And Gaye Goad Ministries Inc	FL	\$155,538	President	\$97,752	\$85,407	2024
Renewal	CA	\$155,404	Ceo	\$5,821	\$4,675	2024
Iglesia Church Of Chirst	IL	\$155,313	Barrera	\$44,040	\$40,267	2024
Faithworks Christians In Mission	AZ	\$159,973	President	\$34,090	\$31,392	2023
Activation International Ministries	MI	\$160,082	President	\$26,934	\$25,856	2024
Antioch Breakthrough Ministries Inc	FL	\$160,100	Pastor/president	\$41,632	\$36,375	2024
The Prophet Chamber Eagle Wings Ministries International Inc	GA	\$160,185	President	\$32,146	\$30,949	2023
Heaven Rules Ministries Inc	NC	\$160,290	President	\$72,980	\$70,133	2024
Forrest Ministries Inc	FL	\$154,730	Director	\$30,000	\$26,211	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	508 organizations. Compensation range \$1–\$440,169; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$157,547); for reference, expenses \$176,146 and assets \$59,543.
ROLE MATCH	Michael Thompson, reported title " <i>DIRECTOR</i> ", 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	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	38 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	38 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 (Michael Thompson) 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 508 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,638 is reasonable (approximately the 38th 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.