

Hand Of Hope-flm

Executive Director / CEO

EIN 851821009

MI · NTEE P30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tiara Blassingame, Executive Director / CEO** (\$76,550) against **every comparable organization** that fit the selection criteria — **183** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

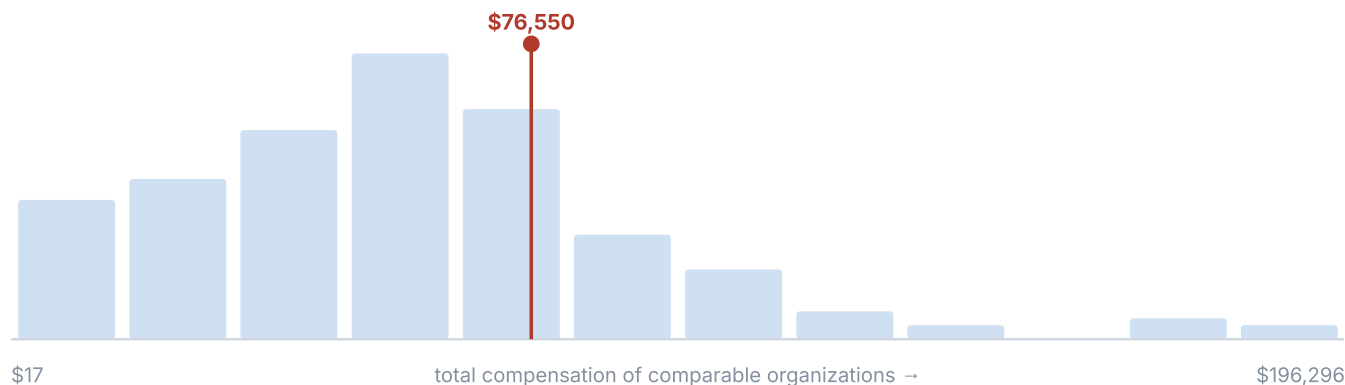
Benchmarked executive: Tiara Blassingame — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$197,678 and \$442,564 — 0.67x to 1.50x the subject's \$295,043 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

183 organizations qualified on sector, size, and geography → **183** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,123	\$34,174	\$56,513	\$74,402	\$100,255	\$76,550
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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 MI 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
Childrens Advocacy Centers Of Oklahoma	OK	\$294,639	Executive Dir.	\$91,625	\$100,634	2023
Promise Arizona	AZ	\$295,476	President	\$85,000	\$79,199	2024
New Beginnings Childrens Home	TX	\$296,220	Director	\$38,500	\$38,414	2023
Jubilee Consortium	CA	\$293,411	Executive Dir.	\$24,759	\$21,325	2023
Global Partners In Life Inc	GA	\$298,647	President	\$75,000	\$73,061	2024
Casa Of Titus Camp And Morris Counties	TX	\$290,967	Executive Director	\$58,313	\$56,513	2024
The Aspen Effect Inc	CO	\$299,171	President	\$177,852	\$165,223	2024
Carries Kids Inc	ND	\$289,877	Pres/exec Di	\$112,290	\$119,387	2024
Open Arms Native Missions	MN	\$288,373	Ex Director	\$28,131	\$26,930	2024
Girls On The Run Of Nebraska	NE	\$288,086	Executive Di	\$91,787	\$93,180	2025
Montrose Grace Place	TX	\$287,895	Executive Director	\$18	\$17	2024
Prevail Nj Inc	NJ	\$302,352	Executive Dir.	\$6,150	\$5,320	2024
Heart For Home	MI	\$286,517	Co-ceo	\$19,615	\$19,615	2024
Fruit Bearers	WA	\$303,597	Executive Dir.	\$24,288	\$21,067	2024
Cornerstone Policy Research	NH	\$306,362	Associate Director	\$104,277	\$93,285	2024
Choose Mental Health	UT	\$282,867	President	\$116,283	\$115,304	2024
Kiddie Kollege & Learning Cent	GA	\$307,501	Key Employee	\$45,240	\$44,070	2024
Frontline Mission	AK	\$307,806	Executive Di	\$50,647	\$46,912	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Korean Kids And Orphanage Outreach	MI	\$282,150	Chief Admini	\$46,400	\$46,400	2024
Joy Company-joyco	CA	\$308,452	President Executive Director	\$65,125	\$56,093	2023
The Inspired Community Project Inc	NY	\$308,850	President	\$101,043	\$88,460	2024
Lollipop Theater Network Inc	CA	\$308,877	Executive Director	\$143,985	\$120,456	2024
Advocates For Illinois Children	IL	\$281,076	President	\$183,365	\$174,651	2024
Wings Of Hope Ranch Inc	VA	\$309,028	Executive Director	\$32,748	\$31,539	2023
Soaring As Eagles Outreach Ministry	NC	\$280,536	Executive Director	\$41,600	\$42,875	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	183 organizations. Compensation range \$17–\$196,296; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$295,043); for reference, expenses \$291,135 and assets \$9,935.
ROLE MATCH	Tiara Blessingame, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	77 th
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	75 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 (Tiara Blassingame) 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 183 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,550 is reasonable (approximately the 77th 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.