

Hope & Door

Executive Director / CEO

EIN 871572304
 PA · NTEE L82
 FY ending 2024-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Amy Krulik, Executive Director / CEO** (\$2,596) against **every comparable organization** that fit the selection criteria — **1297** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Amy Krulik — 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 (L82).
BUDGET	Total revenue between \$316,224 and \$707,965 — 0.67x to 1.50x the subject's \$471,977 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

1,297 organizations qualified on sector, size, and geography → **1,297** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,531	\$24,938	\$48,148	\$69,226	\$100,360	\$2,596
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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 PA 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
Habitat For Humanity Of Wichita Falls	TX	\$472,032	Executive Director	\$46,600	\$48,124	2023
Marys Place Pittsburgh	PA	\$472,123	Executive Director (Enter 1/12/24)	\$47,956	\$47,956	2024
Plympton Elderly Housing Corporation	MA	\$472,124	Chief Executive Officer	\$43,568	\$39,260	2024
Brookset Housing Development Fund	NY	\$472,312	President (Through 2/23/24)	\$16,551	\$14,997	2024
National Church Residences Development	OH	\$472,912	President	\$46,401	\$49,282	2024
Leading Age Nebraska	NE	\$473,000	Ceo	\$124,635	\$134,424	2024
The Landing Apartments	MN	\$473,206	President & Executive Vp	\$22,614	\$22,407	2024
Marin Homes For Independent Living	CO	\$470,536	President	\$22,009	\$21,163	2024
Chesapeake Rhf Housing Inc	CA	\$470,101	President/ceo	\$68,128	\$58,992	2024
Rebuilding Together Hartford Inc	CT	\$474,789	Executive Di	\$87,200	\$81,986	2024
St Theresa Village Inc	CO	\$469,005	Director	\$34,463	\$34,116	2023
Icl Myrtle Avenue Housing	NY	\$475,258	Chair Person	\$25,107	\$23,423	2023
Change Happens Cdc	TX	\$468,693	Executive Director	\$125,000	\$129,089	2023
Great Falls Housing Corporation	NJ	\$468,644	Chair/president	\$11,741	\$10,823	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Parkwood Properties Ltd	WI	\$475,383	President/ceo	\$138,859	\$149,717	2023
Compassionate Hands Inc	TN	\$475,540	Executive Director	\$69,520	\$73,278	2024
Habitat For Humanity Kokomo Community Inc	IN	\$468,189	Executive Director	\$18,897	\$20,573	2023
National Church Residences	OH	\$476,123	President	\$48,755	\$50,447	2025
Unseen Faces Foundation Inc	CA	\$467,811	President	\$45,000	\$40,116	2023
Paula Apartments Inc	CA	\$467,789	Non-voting Vp/coo	\$53,033	\$45,921	2024
North Texas Housing Partners	TX	\$476,449	President	\$19,755	\$19,816	2024
Jonah Affordable Housing	TN	\$476,478	Executive Director	\$37,497	\$39,524	2024
Ministerial Association Temporary	TN	\$476,869	Executive Director	\$49,585	\$50,918	2025
Normandale Housing Corporation	MN	\$467,001	Director	\$15,480	\$15,338	2024
Bristol Gardens Inc	PA	\$466,891	President/ T	\$46,154	\$47,517	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **1297** organizations. Compensation range \$78–\$606,158; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$471,977); for reference, expenses \$338,099 and assets \$689,071.
ROLE MATCH	Amy Krulik, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	713 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	66 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	2 nd
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	40 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 (Amy Krulik) 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 13, 2026, comparing compensation against 1297 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,596 is reasonable (approximately the 2nd 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 13, 2026.