

Holos Hope

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Amy Thompson, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **297** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

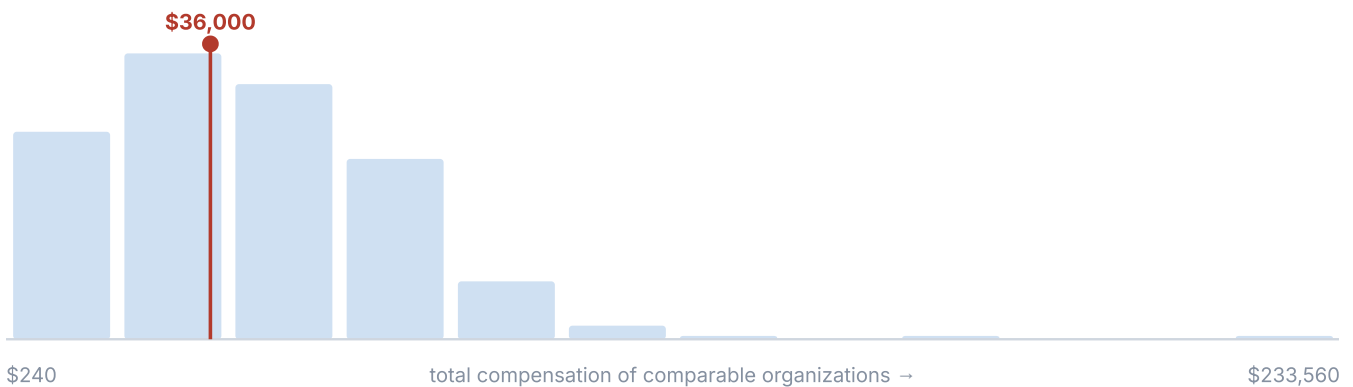
Benchmarked executive: Amy Thompson — reported title “FOUNDERDIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F11).
BUDGET	Total revenue between \$102,209 and \$228,828 — 0.67x to 1.50x the subject's \$152,552 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

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

Distribution of comparable compensation



\$10,391	\$22,792	\$39,682	\$59,022	\$73,249	\$36,000
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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 AL 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
The Pete Foundation Inc	KY	\$151,770	Secretary Treasurer	\$2,400	\$2,318	2024
Standing Together On Meth	TX	\$151,756	Research & D	\$38,576	\$34,694	2024
Experience Nature Unplugged	CA	\$153,394	Executive Director	\$54,250	\$42,118	2024
Ocl Properties Ii Inc	NY	\$153,420	Chief Financial Officer	\$73,290	\$59,543	2024
Open Doors Outdoors	CT	\$151,681	President	\$70,000	\$60,752	2023
Vista Center	MI	\$153,500	Director	\$48,200	\$43,576	2025
Ocl Properties Xv Inc	NY	\$153,716	Chief Financial Officer	\$73,290	\$59,543	2024
Magdalene's Inc	FL	\$151,355	Executive Di	\$49,891	\$42,139	2024
Forever Friendship Drop-in	MI	\$151,123	Executive Director	\$39,520	\$35,730	2025
Nami - Mt San Jacinto Incorporated	CA	\$154,562	Executive Direc	\$44,820	\$35,824	2023
Biblical Restoration Ministries Inc	IA	\$154,580	President	\$76,077	\$74,893	2024
About Progress Not Perfection	CA	\$154,850	Executive Director	\$82,800	\$64,282	2024
Asian Mental Health Project	CA	\$155,399	Director Of Partnership	\$2,010	\$1,560	2024
Lakeview Villa Inc	FL	\$156,448	Board Chair	\$11,777	\$10,241	2023
Mental Health Association In Michigan	MI	\$148,275	President/ceo	\$95,910	\$89,004	2024
Oriana House Rehab Treatment And	OH	\$156,858	Ceo	\$36,540	\$35,824	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pittsburgh Area Central Office Inc	PA	\$156,990	Administrato	\$49,197	\$44,110	2024
Friends Of The Little White House	SC	\$157,265	Executive Di	\$37,000	\$35,730	2023
Corpus Christi Safe Place House Inc	TX	\$157,276	Administrator	\$31,750	\$28,555	2024
The Shed Inc	AL	\$157,435	President	\$25,284	\$24,559	2024
Shelter Of Wisdom	HI	\$157,678	Vp/director	\$32,400	\$26,080	2024
Anchor Housing Corporation	DC	\$147,363	President & Ceo	\$78,710	\$63,934	2023
The Futures Foundation	MI	\$147,273	Executive Director	\$244,459	\$233,560	2023
Sims Training And Wellness Center	NC	\$157,833	Sims	\$47,640	\$45,564	2023
Scf Charitable Properties Inc	TX	\$147,066	Executive Director	\$32,344	\$29,089	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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	297 organizations. Compensation range \$240–\$233,560; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$152,552); for reference, expenses \$102,228 and assets \$50,324.
ROLE MATCH	Amy Thompson, reported title " <i>FOUNDERDIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	41 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	45 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	36 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 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 297 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 45th 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.