

Healing Hand Foundation

Executive Director / CEO

EIN 920177320
 AK · NTEE T12
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Melissa McCormick, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

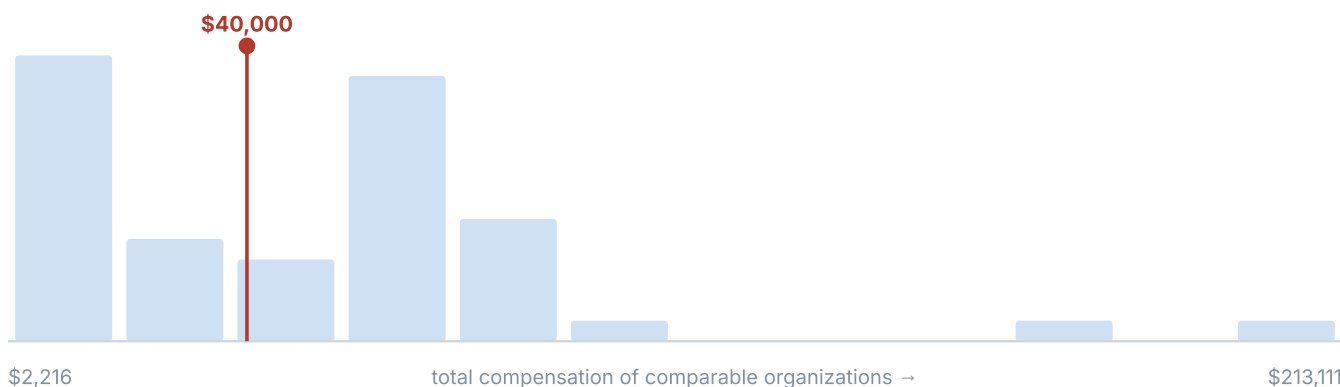
Benchmarked executive: Melissa McCormick — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T12).
BUDGET	Total revenue between \$142,427 and \$318,867 — 0.67x to 1.50x the subject's \$212,578 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T12), nationwide + budget 0.67–1.5x revenue.

45 organizations qualified on sector, size, and geography → **45** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,574	\$18,471	\$53,690	\$68,729	\$85,839	\$40,000
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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 AK 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
Unity Music Foundation	CA	\$209,951	Secretary	\$23,168	\$21,543	2023
Building Industry Charitable Foundation	KY	\$206,718	Executive Vice-president	\$13,400	\$15,058	2024
Zeitler Charitable Trust	OH	\$219,576	Trustee	\$2,000	\$2,216	2024
Hope For Autumn Foundation	AL	\$222,332	Executive Director	\$60,049	\$67,855	2024
Eclesia Christian Apostolic Community Inc	FL	\$222,724	Da Silva Teixeira	\$45,269	\$44,482	2024
Bvm Foundation	VA	\$201,839	Administrati	\$2,500	\$2,600	2023
Collision Industry Foundation	VA	\$200,134	Trustee	\$7,800	\$7,877	2024
Ur Community Cares Inc	CT	\$225,990	Executive Director	\$57,640	\$56,528	2024
Indy Hub Foundation Inc	IN	\$228,023	President	\$80,100	\$88,353	2024
Music 4 Miracles Inc	FL	\$228,283	President	\$70,356	\$69,132	2024
Crecer Foundation	KS	\$229,915	Executive Director	\$28,800	\$32,544	2024
Southwest Members Care Inc	TN	\$231,021	President	\$161,707	\$177,790	2024
Member To Member Inc	PA	\$192,950	President & Ceo	\$77,918	\$81,274	2024
Air Capital Charities Inc	KS	\$233,591	President/director	\$89,357	\$100,973	2024
The Hatedust Project Inc	CA	\$190,966	President	\$20,145	\$18,732	2023
Tony Laudadio Foundation	TX	\$186,253	Executive Director	\$9,000	\$9,417	2024
Laborers' District Council	IL	\$239,085	Chairman	\$207,244	\$213,111	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Care Collaborative Inc	MA	\$185,282	Executive Director	\$25,904	\$24,348	2024
Mvp Foundation	AZ	\$181,500	Executive Director	\$60,000	\$62,139	2023
Love Our Veterans Inc	NC	\$245,116	President	\$77,662	\$86,414	2023
All For Lunch Inc	GA	\$247,690	Executive Director	\$30,000	\$31,551	2024
Robert U & Roberta Goldman Family	IL	\$177,349	Treasurer And Assistant Secretary	\$80,133	\$82,402	2024
The Lifeshare Foundation	OK	\$248,336	Chief Executive Officer	\$48,631	\$56,011	2024
The Sarah Michelle Peterson Foundation	VA	\$175,954	Executive Director	\$67,029	\$67,695	2024
Straight Street International	TN	\$253,475	Treasurer	\$41,000	\$46,409	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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 45 organizations. Compensation range \$2,216–\$213,111; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$212,578); for reference, expenses \$166,169 and assets \$1,952,520.

ROLE MATCH Melissa McCormick, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	42 nd
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	62 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 (Melissa McCormick) 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 45 similarly situated organizations (Same NTEE sector (T12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 42nd 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.