

Tiny Village Spirit

Executive Director / CEO

EIN 992684195
 CA · NTEE L99
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Sally Hindman, Executive Director / CEO** (\$250) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

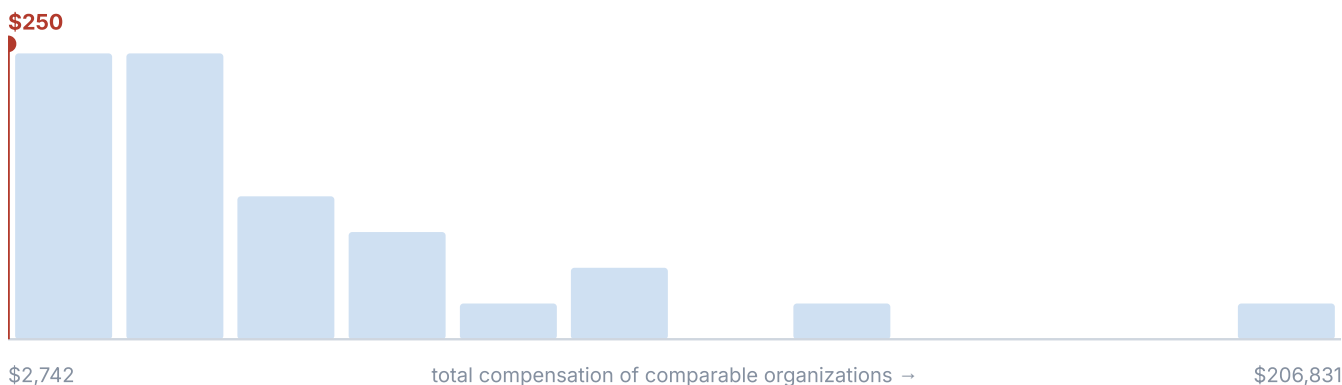
Benchmarked executive: Sally Hindman — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L99).
BUDGET	Total revenue between \$69,781 and \$156,226 — 0.67x to 1.50x the subject's \$104,151 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,868	\$17,757	\$33,261	\$62,420	\$99,873	\$250
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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 CA 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
Lss Housing South Willow Inc	WI	\$100,492	President	\$38,239	\$47,614	2023
Champion Place Inc	NY	\$100,442	Treasurer	\$8,287	\$8,672	2024
Pendlove Inc	TN	\$100,148	Executive Director	\$25,360	\$31,782	2023
Metro North Community Development Corp	FL	\$108,340	Executive Dir.	\$60,000	\$65,275	2024
Broward Coalition For The Homeless	FL	\$110,120	Chairman	\$91,015	\$101,942	2023
Greenlawn Centerport Historical Association	NY	\$110,937	Director	\$32,800	\$33,440	2025
Housing Opportunitis Made Easier	CA	\$97,236	Executive Director	\$61,468	\$61,468	2024
Hickernell Homes Inc	MD	\$95,239	President	\$20,272	\$22,597	2023
Valley Of The Sun School Properties Three	AZ	\$93,344	Director	\$19,940	\$22,864	2023
Family Community Housing	GA	\$117,012	Executive Di	\$85,008	\$98,986	2024
Leeway-scattered Site Housing Inc	CT	\$91,224	Executive Director	\$29,593	\$33,082	2023
Auburn Housing Authority Inc	KS	\$121,407	Manager	\$12,000	\$15,456	2023
The Affordable Housing Group	TX	\$121,648	Exec. Director	\$59,412	\$70,858	2023
Patriot Community Development Inc	TX	\$84,746	Treasurer	\$173,421	\$206,831	2023
Thi-14 Inc	IL	\$126,596	Chief Executive Officer	\$29,764	\$34,888	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Willard & Alpha Wiegrefe Foundation	MN	\$77,295	President	\$3,600	\$4,241	2023
BsdC Neighborhood Homes Hdfc	NY	\$74,983	President And Ceo	\$17,701	\$18,524	2024
Housing Associates Inc	MD	\$133,639	Executive Director	\$4,329	\$4,826	2023
Harambee House Inc	MO	\$133,890	President	\$7,395	\$8,836	2025
Spring Place Inc	MD	\$72,580	President	\$20,272	\$22,597	2023
Central Ms Assisted Living Home	MS	\$72,000	Director	\$15,600	\$20,716	2023
Sunflower Diversified	KS	\$140,625	Member, Exec Dir Sds	\$2,192	\$2,742	2024
Vermont Alliance For Recovery	VT	\$143,188	Executive Di	\$105,326	\$122,771	2024
Belford Commons Corporation	VA	\$148,577	Ceo/president	\$59,710	\$66,766	2024
Attleboro Enterprises Development	MA	\$149,909	Secretary	\$5,893	\$6,314	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 28 organizations. Compensation range \$2,742–\$206,831; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$104,151); for reference, expenses \$2,894 and assets \$109,757. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Sally Hindman, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	0 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 (Sally Hindman) 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 28 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$250 is reasonable (approximately the 0th 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.