

Well Of Grace Ministries Inc

Executive Director / CEO

EIN 201716641

MI · NTEE P50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Leslie Kroeze, Executive Director / CEO** (\$21,165) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Leslie Kroeze — 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 (P50).

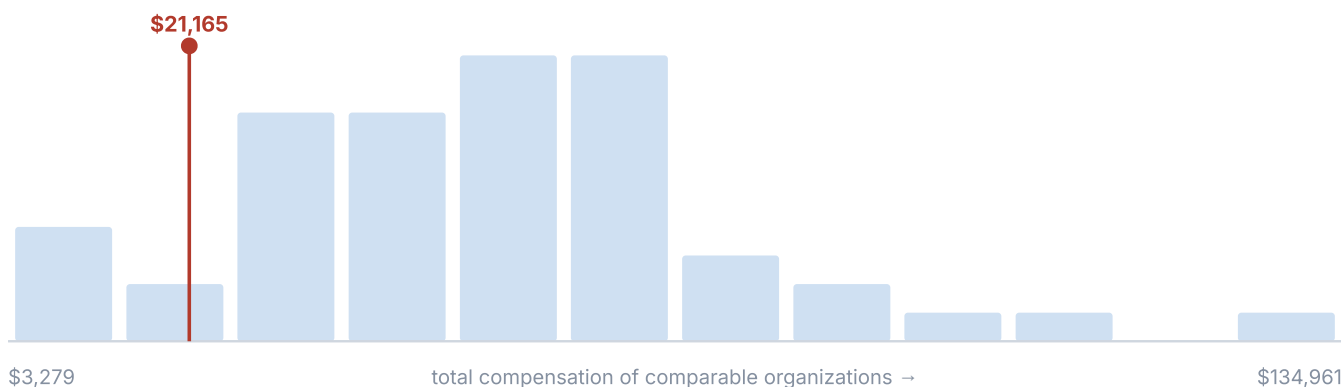
BUDGET Total revenue between \$136,847 and \$306,375 — 0.67x to 1.50x the subject's \$204,250 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P50), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography

→ **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,785

\$31,546

\$51,167

\$63,522

\$79,768

\$21,165



■ 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
Good Samaritan Counseling Inc	GA	\$204,278	President & Counselor	\$81,753	\$79,639	2024
The Nest Corporation Inc	AL	\$202,808	Executive Director	\$43,080	\$45,090	2024
The Mindfulness Center Inc	MD	\$205,898	Secretary	\$32,708	\$29,626	2024
Ministry To The Nations	TN	\$210,096	Chaplain	\$62,000	\$63,139	2024
Dream Center Clinic Inc	SC	\$196,023	Executive Director	\$30,000	\$31,217	2023
Care Net Pregnancy Center Of	NY	\$213,297	Executive Di	\$58,500	\$51,215	2024
Haynes Harbour Group Inc	FL	\$213,520	Executive Director	\$61,538	\$56,008	2024
Dress For Success Memphis	TN	\$215,225	Key Employee	\$58,300	\$59,371	2024
3sixty	MI	\$191,368	President	\$69,000	\$69,000	2024
Love Inc	MI	\$218,779	Executive Director	\$31,200	\$31,200	2024
Service Women Action Network	DC	\$223,488	Ceo	\$75,000	\$63,764	2024
The Sophia Institute	SC	\$224,720	Execuitive Director	\$54,167	\$56,365	2023
Open Door Resource Center	OH	\$183,478	Executive Di	\$49,816	\$51,118	2024
Brain Injury Alliance Of Vt	VT	\$180,846	Executive Director	\$8,073	\$7,872	2024
Healing Paws For Warriors Inc	FL	\$180,841	Executive Director	\$15,534	\$14,138	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Helping Women Period Inc	MI	\$230,304	Executive Director	\$44,640	\$45,959	2023
Haven Center	SD	\$230,320	Executive Director	\$20,844	\$22,946	2023
Family & Community Services Inc	OH	\$176,962	Executive Director	\$60,671	\$62,257	2024
Sober Living Inc	TX	\$232,625	Executive Director	\$30,979	\$30,023	2024
Nexttalk	TX	\$233,781	Executive Director	\$45,792	\$45,690	2023
The International Youth Alliance For Family Planning	DC	\$234,681	Executive Director	\$116,511	\$101,981	2023
Common Ground Healing Arts	VA	\$171,879	Excutive Director	\$28,688	\$27,629	2023
Divine Values School Inc	FL	\$241,584	President	\$3,500	\$3,279	2023
The Peace Center Inc	PA	\$241,707	Executive Di	\$50,835	\$49,114	2024
Safeart Inc	VT	\$249,590	Co-director Programs	\$52,960	\$53,169	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 **50** organizations. Compensation range \$3,279–\$134,961; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$204,250); for reference, expenses \$160,589 and assets \$288,382.
ROLE MATCH	Leslie Kroeze, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	8 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	8 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 (Leslie Kroeze) 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 50 similarly situated organizations (Same NTEE sector (P50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,165 is reasonable (approximately the 8th 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.