

# Military Spouse Jobs

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Richard Hayes, Executive Director / CEO** (\$37,600) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42<sup>nd</sup>** percentile of comparable organizations within the typical range

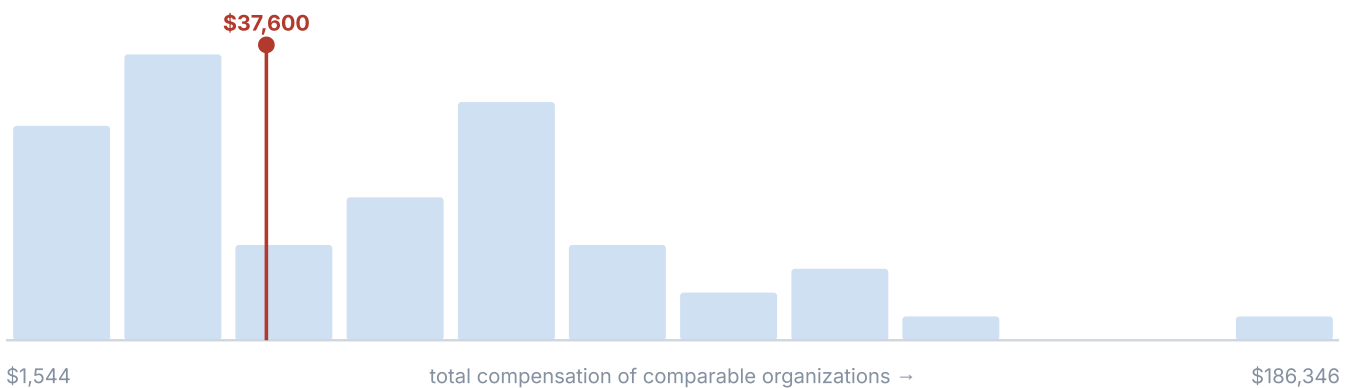
**Benchmarked executive:** Richard Hayes — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$179,547 and \$401,973 — 0.67x to 1.50x the subject's \$267,982 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + FL + budget 0.67–1.5x revenue.

**52** organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,216	\$24,709	\$47,925	\$76,874	\$98,105	\$37,600
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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 FL 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
<a href="#">Caring Children Clothing Children Inc</a>	FL	\$268,926	Executive Director	\$68,667	<b>\$68,667</b>	2024
<a href="#">The Place Of Hope At</a>	FL	\$266,473	Ceo	\$40,435	<b>\$40,435</b>	2024
<a href="#">Bless An Orphan</a>	FL	\$266,367	President	\$28,269	<b>\$29,104</b>	2023
<a href="#">Ggi Foundation Inc</a>	FL	\$271,195	President And Ceo	\$122,461	<b>\$122,461</b>	2024
<a href="#">Kingdom Gospel Mission</a>	FL	\$271,836	President	\$90,000	<b>\$90,000</b>	2024
<a href="#">Gchfa Inc</a>	FL	\$260,397	President & Tr.	\$48,000	<b>\$48,000</b>	2024
<a href="#">The American Healthy Weight Alliance In</a>	FL	\$277,778	President & Ceo	\$107,323	<b>\$110,493</b>	2023
<a href="#">Ajc Childrens Foundation Inc</a>	FL	\$284,940	Ceo	\$24,000	<b>\$24,709</b>	2023
<a href="#">Helping Hands In Motion Inc</a>	FL	\$288,325	Director	\$38,154	<b>\$38,154</b>	2024
<a href="#">Christian Medical Ministries Inc</a>	FL	\$290,062	Executive Di	\$59,048	<b>\$59,048</b>	2024
<a href="#">Miami Shores People Of Color Inc</a>	FL	\$292,006	Exec Dir	\$76,000	<b>\$78,245</b>	2023
<a href="#">Arlington Community Services Inc</a>	FL	\$243,130	Executive Director	\$29,416	<b>\$29,416</b>	2024
<a href="#">Gentle Carousel Incorporated</a>	FL	\$292,845	President, Executive Director	\$27,981	<b>\$28,807</b>	2023
<a href="#">Evolutionary Arts Life Foundations Inc</a>	FL	\$295,320	Executive Director	\$35,000	<b>\$35,000</b>	2024
<a href="#">Come Over Ministry Inc</a>	FL	\$240,314	President	\$6,100	<b>\$6,100</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Women On The Rise International Inc</a>	FL	\$298,299	Executive Dir.	\$66,583	<b>\$66,583</b>	2024
<a href="#">Earthen Vessels Womens Recovery Inc</a>	FL	\$227,595	President	\$5,696	<b>\$5,696</b>	2024
<a href="#">Immerse The Nations Inc</a>	FL	\$226,005	President	\$31,305	<b>\$32,230</b>	2023
<a href="#">Tampa Port Ministries Inc</a>	FL	\$225,821	Executive Director	\$80,000	<b>\$80,000</b>	2024
<a href="#">Pan American Medical Association Of Central Florida Inc</a>	FL	\$225,020	Executive Director	\$24,000	<b>\$24,709</b>	2023
<a href="#">Running 4 Heroes Inc</a>	FL	\$224,590	President	\$10,525	<b>\$10,525</b>	2024
<a href="#">African-american Advocacy Center For Persons With Disabilities Inc</a>	FL	\$314,106	President	\$4,720	<b>\$4,859</b>	2023
<a href="#">Lehigh Community Services Inc</a>	FL	\$314,966	Directorsecretaryexec Dire	\$29,321	<b>\$29,321</b>	2024
<a href="#">Family Literacy Academy At</a>	FL	\$220,623	Executive Di	\$49,115	<b>\$47,849</b>	2025
<a href="#">Innovative Charities Of Northwest Florida Inc</a>	FL	\$218,713	President Director	\$12,000	<b>\$12,000</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT 52 organizations. Compensation range \$1,544–\$186,346; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$267,982); for reference, expenses \$356,198 and assets \$1,418,343.
ROLE MATCH	Richard Hayes, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	4 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	42 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	42 <sup>nd</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	85 <sup>th</sup>

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 (Richard Hayes) 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 10, 2026, comparing compensation against 52 similarly situated organizations (Same NTEE sector (P20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,600 is reasonable (approximately the 42<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.