

Wingard Home Inc

Executive Director / CEO

EIN 203861994

MS · NTEE P20

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Pastor Charlotte A Wingard, Executive Director / CEO** (\$14,400) against **every comparable organization** that fit the selection criteria — **799** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

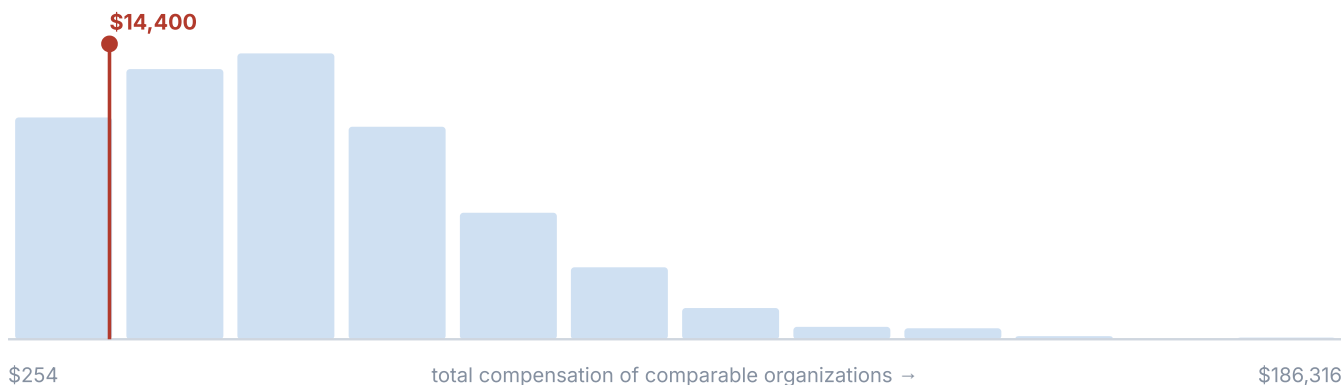
Benchmarked executive: Pastor Charlotte A Wingard — reported title “CEO/CFO, CRISIS PASTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$144,028 and \$322,452 — 0.67x to 1.50x the subject's \$214,968 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

799 organizations qualified on sector, size, and geography → **799** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,311	\$21,689	\$38,213	\$57,998	\$78,444	\$14,400
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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 MS 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
Thomas Toy Community Center	CA	\$214,994	Executive Dir.	\$46,667	\$36,181	2023
Made4me	NC	\$214,691	Former Executive Director	\$33,000	\$29,737	2024
Lynden Legacy Inc	UT	\$214,598	Mgr. Director	\$63,000	\$56,233	2024
The Hundred Movement Inc	NC	\$215,394	Executive Dir.	\$32,415	\$29,210	2024
Because Black Is Still Beautiful	CA	\$215,523	Executive Director	\$125,004	\$96,917	2023
Human Resource Development Agency Inc	CT	\$214,332	Exec Director	\$52,210	\$41,592	2025
Center For Family Life Community	NY	\$214,276	Co-executive Director	\$50,028	\$40,590	2023
Adp Community Services	AK	\$215,671	Executive Di	\$13,808	\$11,853	2023
Conexiones	MN	\$215,685	Executive Di	\$46,722	\$40,263	2024
Family Promise Of Lycoming County Inc	PA	\$213,923	Director	\$52,000	\$45,224	2024
Black Everywhere	CA	\$216,079	President / Executive Director	\$24,463	\$18,422	2024
African Leadership Partners Inc	CA	\$213,728	President	\$33,600	\$25,303	2024
Arthur Lockhart Resource Institute	IL	\$213,680	Executive Director	\$31,500	\$27,805	2023
Mikkis Daycare Home Inc Nfp	IL	\$216,274	Director	\$34,560	\$29,631	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Recovery Cafe Fulton County Inc	IN	\$216,353	President	\$53,927	\$49,596	2024
The Freedom Cafe	NH	\$213,567	Executive Director	\$50,525	\$40,686	2024
Greater Tallahassee Chamber Foundation	FL	\$213,537	President/ceo	\$18,150	\$14,870	2024
Touching Africa Ministries	CO	\$216,525	President	\$7,150	\$6,156	2023
Sam Davis Memorial Association	TN	\$216,549	Executive Director	\$50,900	\$45,457	2025
Selfless Solutions Inc	PA	\$216,586	President	\$12,000	\$10,437	2024
Tabithas Place Inc	GA	\$216,702	Director	\$1,082	\$977	2023
Shower Power Inc	NY	\$213,183	Executive Director	\$85,000	\$66,985	2024
Ebby Halliday Foundation	TX	\$216,943	Chairman	\$50,000	\$43,619	2024
Black Leaders Against Sex Trafficking Inc	OH	\$217,049	President	\$60,000	\$55,422	2024
Mu Delta Lambda Charitable Fndn	IL	\$212,851	President	\$5,000	\$4,287	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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 **799** organizations. Compensation range \$254–\$186,316; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$214,968); for reference, expenses \$212,872 and assets \$551,139.

ROLE MATCH	Pastor Charlotte A Wingard, reported title " <i>CEO/CFO, CRISIS PASTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	16 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	15 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 (Pastor Charlotte A Wingard) 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 13, 2026, comparing compensation against 799 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,400 is reasonable (approximately the 16th 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 13, 2026.