

# Home Repairs Ministries Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Heather Loveridge, Executive Director / CEO** (\$97,222) 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 **74<sup>th</sup>** percentile of comparable organizations within the typical range

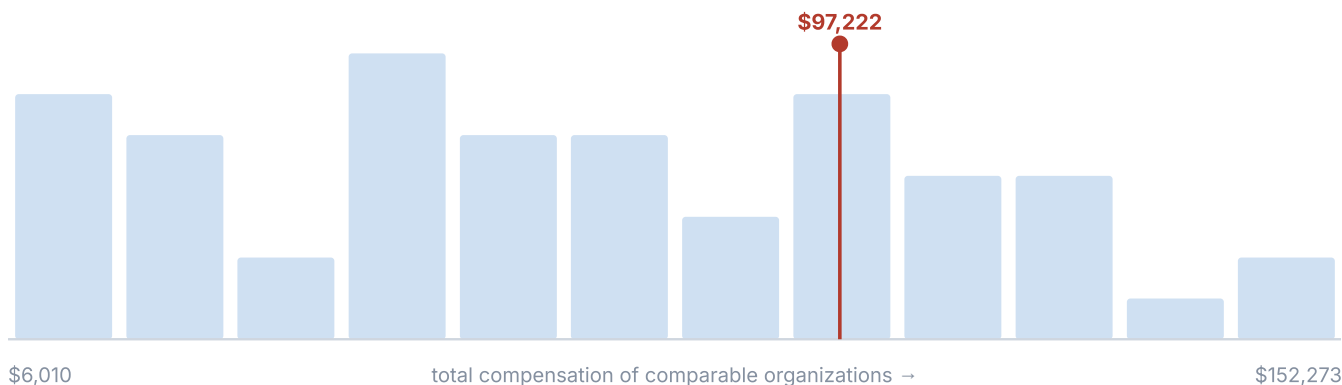
**Benchmarked executive:** Heather Loveridge — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$267,005 and \$597,772 — 0.67x to 1.50x the subject's \$398,515 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + GA + 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



\$12,990	\$40,792	\$67,114	\$96,824	\$117,418	\$97,222
----------	----------	----------	----------	-----------	----------



## ■ 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 GA 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="#">Grace Korean Church Inc</a>	GA	\$402,301	Pastor	\$68,250	<b>\$68,250</b>	2024
<a href="#">Perspective Ministries Inc</a>	GA	\$387,594	Executive Dir.	\$75,900	<b>\$75,900</b>	2024
<a href="#">Christian Social Ministries Inc</a>	GA	\$411,049	Director	\$51,000	<b>\$51,000</b>	2024
<a href="#">Foundation For Clinical Pastoral</a>	GA	\$411,150	Executive Director	\$49,643	<b>\$49,643</b>	2024
<a href="#">Blackwelder Ministries Inc</a>	GA	\$382,707	President	\$151,471	<b>\$151,471</b>	2024
<a href="#">Campus Clubs Inc</a>	GA	\$381,827	Executive Di	\$64,084	<b>\$65,977</b>	2023
<a href="#">Proskuneo Ministries Inc</a>	GA	\$374,634	President	\$52,127	<b>\$52,127</b>	2024
<a href="#">Regenerating Life Ministries Inc</a>	GA	\$371,778	Teaching Pastor	\$132,550	<b>\$136,465</b>	2023
<a href="#">Embracing The Journey</a>	GA	\$433,411	President	\$127,847	<b>\$127,847</b>	2024
<a href="#">Living Bridges Ministry</a>	GA	\$433,579	Executive Director	\$7,505	<b>\$7,505</b>	2024
<a href="#">Directline Ministry Inc</a>	GA	\$436,174	Ceo	\$26,000	<b>\$26,000</b>	2024
<a href="#">Christian Radio Fellowship Inc</a>	GA	\$438,199	President	\$91,536	<b>\$91,536</b>	2024
<a href="#">Kingdom Foundations</a>	GA	\$440,406	President	\$92,075	<b>\$94,795</b>	2023
<a href="#">Camp Crosspoint</a>	GA	\$339,537	Executive Di	\$44,666	<b>\$44,666</b>	2024
<a href="#">Gods Glory Ministries International Inc</a>	GA	\$339,459	President	\$77,256	<b>\$77,256</b>	2024
<a href="#">Freedom Path Counseling Inc</a>	GA	\$457,592	President	\$107,200	<b>\$110,366</b>	2023
<a href="#">Kidz Blitz Ministries Inc</a>	GA	\$457,902	Board Member	\$60,000	<b>\$60,000</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Young Leaders International Inc</a>	GA	\$334,057	Executive Director	\$105,058	<b>\$105,058</b>	2024
<a href="#">Ariana Ministries Incorporated</a>	GA	\$463,554	President	\$28,754	<b>\$28,754</b>	2024
<a href="#">Imago Dei Motorcycle Ministry</a>	GA	\$331,868	Mitchell Sr	\$6,010	<b>\$6,010</b>	2024
<a href="#">Waymaker International Ministries</a>	GA	\$329,726	Executive Director	\$10,452	<b>\$10,452</b>	2024
<a href="#">Vision 938 Inc</a>	GA	\$329,089	Ceo	\$117,477	<b>\$120,947</b>	2023
<a href="#">The American Vision Inc</a>	GA	\$326,882	President	\$103,000	<b>\$103,000</b>	2024
<a href="#">Revival Prayer Institute Inc</a>	GA	\$472,650	Growth Director	\$93,583	<b>\$93,583</b>	2024
<a href="#">First Missionary Baptist Church Of Thoma</a>	GA	\$476,871	Ceo	\$20,880	<b>\$21,497</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	50 organizations. Compensation range \$6,010–\$152,273; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$398,515); for reference, expenses \$328,381 and assets \$204,227.
ROLE MATCH	Heather Loveridge, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	74 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	72 <sup>nd</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 (Heather Loveridge) 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 (X20) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,222 is reasonable (approximately the 74<sup>th</sup> 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.