

Arewa Aid Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Thomas Lee Hodges Jr, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

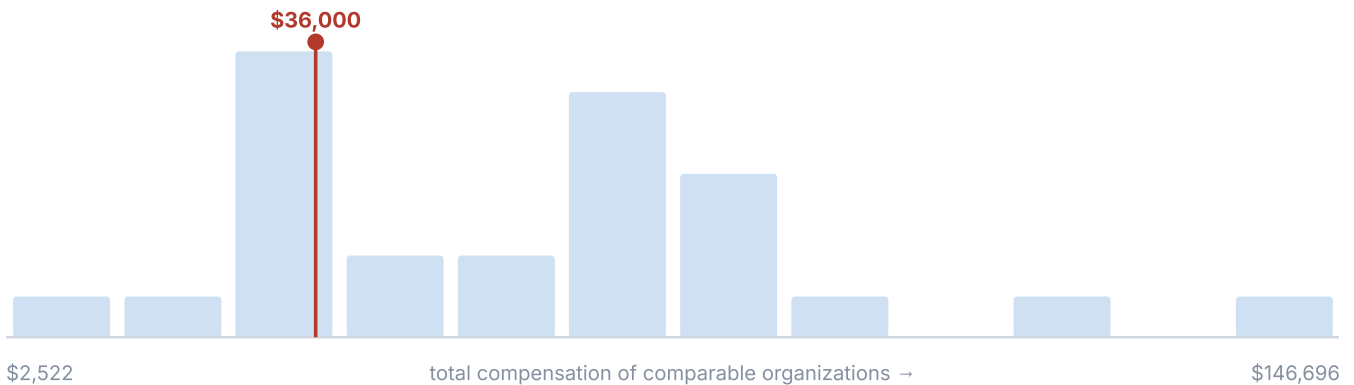
Benchmarked executive: Thomas Lee Hodges Jr — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$155,948 and \$349,138 — 0.67x to 1.50x the subject's \$232,759 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + TN + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,977	\$33,884	\$62,420	\$80,133	\$88,234	\$36,000
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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 TN 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
South City Opportunity Revital	TN	\$228,747	Executive Dir	\$85,902	\$83,437	2024
Bethesda House Ministries	TN	\$241,366	Member	\$32,383	\$31,454	2024
431 Ministries	TN	\$242,034	President	\$70,137	\$68,125	2024
Love Helps Inc	TN	\$244,242	Executive Director	\$119,056	\$115,640	2024
The Forsaken Children Inc	TN	\$247,227	Communication Manager	\$29,649	\$29,649	2023
Sam Davis Memorial Association	TN	\$216,549	Executive Director	\$50,900	\$48,165	2025
Smith County Help Center Inc	TN	\$250,177	Director	\$38,355	\$37,255	2024
Dial In Ministries Inc	TN	\$255,422	President	\$2,596	\$2,522	2024
Apple Seeds Inc	TN	\$208,913	Exec Director	\$61,704	\$61,704	2023
The Veranda Ministries Inc	TN	\$207,550	Executive Di	\$51,600	\$51,600	2023
Trinity Community Commons	TN	\$206,215	Executive Director	\$85,000	\$82,561	2024
Ken Turner Ministries	TN	\$203,360	Board Member	\$90,800	\$90,800	2023
Luke 14 Ministries	TN	\$263,223	Chief Executive Officer	\$75,000	\$72,848	2024
Plant The Seed	TN	\$197,457	Interim Exe	\$44,423	\$44,423	2023
Christian Community Services Inc	TN	\$270,204	Executive Dir.	\$63,950	\$63,950	2023
The Hope Station	TN	\$274,139	Executive Director	\$72,000	\$69,934	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bachman Center Council Inc	TN	\$275,053	Executive Director	\$32,760	\$32,760	2023
S Anon International Family Groups	TN	\$180,491	Executive Di	\$31,859	\$30,945	2024
Solid Rock Development Corporation	TN	\$291,080	Secretary	\$15,670	\$15,220	2024
Soaring Eagles II Inc	TN	\$298,051	Officer	\$31,200	\$30,305	2024
Mustard Tree Ministries Inc	TN	\$299,053	Farm Manager	\$38,126	\$38,126	2023
Reaching 360	TN	\$158,822	President	\$84,800	\$84,800	2023
United Ways Of Tennessee	TN	\$308,603	Ceo	\$151,029	\$146,696	2024
Casa Of The Tennessee Valley	TN	\$324,024	Executive Di	\$65,742	\$65,742	2023
Brenda's House Of Hope Inc	TN	\$324,249	President	\$88,197	\$85,667	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	26 organizations. Compensation range \$2,522–\$146,696; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$232,759); for reference, expenses \$243,427 and assets \$86,333.
ROLE MATCH	Thomas Lee Hodges Jr, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	27 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	27 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 (Thomas Lee Hodges Jr) 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 26 similarly situated organizations (Same NTEE sector (P20) + TN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 27th 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.