

West Florida Foster Care Services

Executive Director / CEO

EIN 208459746

FL · NTEE X20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kevin Miller, Executive Director / CEO** (\$57,600) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

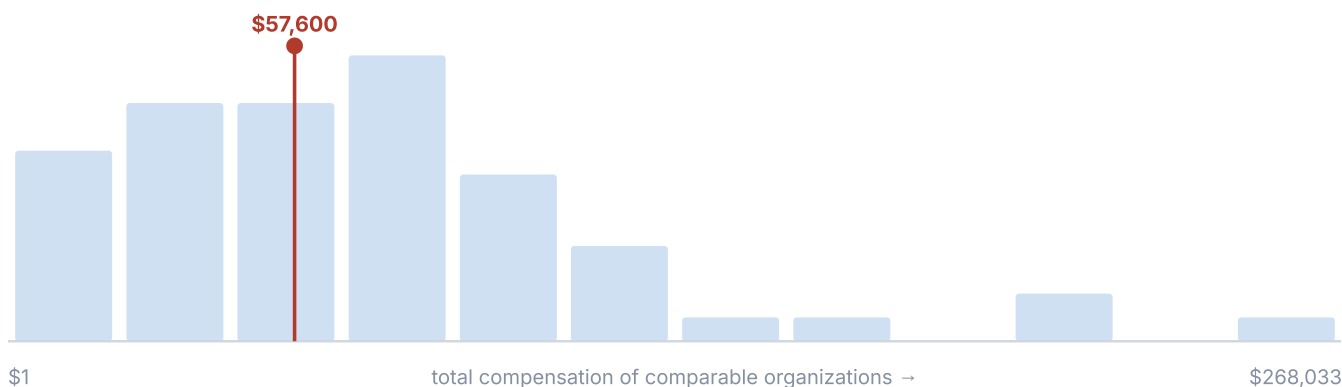
Benchmarked executive: Kevin Miller — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$321,585 and \$719,968 — 0.67x to 1.50x the subject's \$479,979 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + FL + budget 0.67–1.5x revenue.

56 organizations qualified on sector, size, and geography → **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,379	\$41,002	\$67,019	\$90,927	\$121,492	\$57,600
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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
Sonship International Inc	FL	\$484,034	Gilmour	\$208,148	\$208,148	2023
Destiny Ministries International Inc	FL	\$470,210	President	\$42,951	\$41,719	2024
Heart Of God Ministries Inc	FL	\$493,614	President	\$48,000	\$46,623	2024
Leadership Development International	FL	\$496,526	President	\$268,033	\$268,033	2023
Well Pavilion Empowerment Center Inc	FL	\$497,902	Executive Director	\$85,000	\$85,000	2023
Church Of The Harvest	FL	\$510,120	Principal	\$17,217	\$17,217	2023
Redil Corp	FL	\$511,532	Officer	\$36,000	\$34,967	2024
Central Florida Bible Camp Inc	FL	\$514,297	Camp Director	\$55,541	\$53,948	2024
Fresh Breath International Worship Center Inc	FL	\$439,248	Pastor	\$44,200	\$44,200	2023
Outreach To America's Youth Inc	FL	\$437,243	Executive Director	\$84,185	\$81,770	2024
Life To Life Ministries Inc	FL	\$436,544	9249 Toby Lane, Orlando, FI 32817-1398	\$70,347	\$70,347	2023
Hislight International Ministries Inc	FL	\$434,587	President	\$120,598	\$120,598	2023
Rejoice Marriage Ministries Inc	FL	\$432,700	Executive Director	\$58,123	\$56,455	2024
Vu Vi Vo Ministries	FL	\$528,762	President	\$90,000	\$87,418	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Living Emotionally Free Foundation Leff	FL	\$531,041	President	\$92,546	\$89,891	2024
Megavoice International	FL	\$423,573	Executive Di	\$16,000	\$15,541	2024
Center Of Revival Inc	FL	\$422,379	President	\$74,000	\$71,877	2024
Endurance Leadership Inc	FL	\$419,194	President	\$100,900	\$100,900	2023
Unity In The Family Ministry Inc	FL	\$418,165	Executive Director	\$79,813	\$77,523	2024
Sarasota Hope House Inc	FL	\$415,920	President	\$48,150	\$46,769	2024
Joey Potter Missions Inc	FL	\$546,827	Director	\$80,000	\$77,705	2024
City Of Life Ministries	FL	\$551,784	Secretary (Also 1099 Bookkeeping Services)	\$5,815	\$5,648	2024
Roma Outreach Missions Association Inc	FL	\$557,988	President	\$99,576	\$99,576	2023
Ellel Ministries (Usa) Inc	FL	\$395,967	President	\$69,565	\$69,565	2023
United Global Outreach Inc	FL	\$565,401	President	\$157,500	\$152,981	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 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 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.

■ Sample, role match & sensitivity

PEER COUNT **56** organizations. Compensation range \$1–\$268,033; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$479,979); for reference, expenses \$561,451 and assets \$121,201.

ROLE MATCH Kevin Miller, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 4 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	46 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	46 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 (Kevin Miller) 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 56 similarly situated organizations (Same NTEE sector (X20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,600 is reasonable (approximately the 46th 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.