PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Baptist Homes Society

Executive Director / CEO

EIN **256397789**
PA · NTEE P75Z
FY ending 2025-03-31
June 9, 2026

This analysis benchmarks the total compensation of **Mr Timothy L Myers, Executive Director / CEO** ($19,796) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 45th percentile of comparable organizations

within the typical range

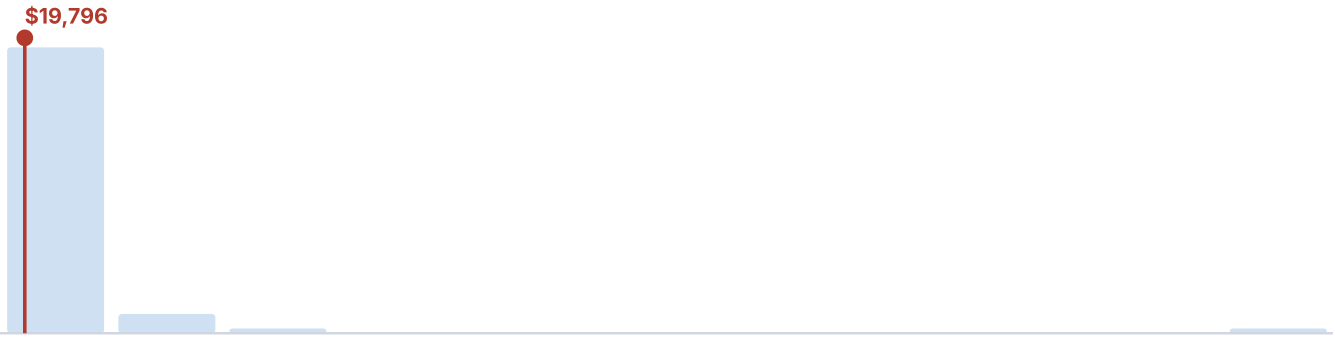
> **Benchmarked executive:** Mr Timothy L Myers — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P75Z).
BUDGET	Total revenue between $15,777 and $35,323 — 0.67× to 1.50× the subject's $23,549 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue.

65 organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



$922 — total compensation of comparable organizations → — $1,014,697

$3,531	$9,892	$24,321	$45,882	$78,233	$19,796

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 PA 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
Little Hearts International Inc	NY	$23,553	Executive Director	$60,000	**$57,455**	2023
Pat Clarke International	FL	$23,566	Pd	$3,433	**$3,320**	2024
Forward Change	CA	$23,433	President	$9,487	**$8,215**	2025
Hospice Of Salina Inc	KS	$23,120	President - Srhc	$59,688	**$66,373**	2024
Eureka Housing Development Corporation	CA	$24,047	Secretary/treasurer	$35,328	**$31,400**	2024
Lankler Family Foundation Inc	VA	$24,167	Executive Dir.	$64,320	**$65,812**	2023
Community Action Foundation Of	OR	$24,211	Executive Director	$10,051	**$9,892**	2023
Echoing Ridge Residential Inc	OH	$22,744	Ceo	$14,086	**$15,357**	2024
Southeast Community Services Inc	LA	$22,591	Board Member	$6,225	**$7,056**	2024
Incarnate Word Education Foundation	TX	$22,554	Dir/president/ceo	$40,323	**$41,518**	2024
James Kirk Bernard Foundation	CO	$22,210	Executive Dir / Vice Pres	$22,200	**$22,558**	2023
Young Mens Christian Association Of Pensacola Inc	FL	$22,112	Ceo	$33,037	**$31,945**	2024
Ujc Holdings Company Inc	OH	$22,019	Chief Executive Officer	$42,682	**$46,531**	2024
Gerald Oram Family Support Foundation	MI	$25,251	Treasurer	$26,189	**$27,824**	2024
Contemplative Life Inc	TX	$25,336	Secretary	$1,712	**$1,762**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wholehearted Empathetic Companions United	CA	$21,658	President Ceo	$16,050	**$13,898**	2025
Saving Jane Inc	NV	$21,202	Pres, Secty	$2,400	**$2,477**	2024
Kids Forward Foundation Inc	WI	$20,994	Executive Director	$16,854	**$18,118**	2024
The Life Enrichment Center Of Wake	NC	$20,747	Executive Di	$20,848	**$23,764**	2022
Communities Helping Each And Everyone Reach Success Incorporate	OH	$26,461	Program Director	$12,926	**$14,092**	2024
Orange Mental Retardation Properties Co	NY	$26,510	Executive Director	$56,332	**$52,394**	2024
Simpson Real Estate Holding Company	MN	$20,453	Board Chair/president	$14,988	**$15,244**	2024
Bridges Pointe Inc	NC	$26,729	Executive Director	$10,256	**$10,907**	2024
Raphaels Refuge Inc	TX	$27,023	Director	$12,660	**$13,420**	2023
Independence Foundation Inc	OH	$20,047	Chief Executive Officer	$40,693	**$44,364**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2025 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 PA 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	**65** organizations. Compensation range $922–$1,014,697; filing years 2022–2025.
SIZE BASIS	Matched on total revenue ($23,549); for reference, expenses $7,417 and assets $677,584. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

	weigh the expense-based view.
ROLE MATCH	Mr Timothy L Myers, reported title *"PRESIDENT & CEO"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	34 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	**45th**
Total compensation (D + F), as reported (no adjustments)	**45th**
Reportable pay only (column D), adjusted	**0th**
All sources (D + E + F), adjusted	**86th**

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 (Mr Timothy L Myers) 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 65 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $19,796 is reasonable (approximately the 45th 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.