

# Sacred Beginnings Transitional Homes Inc

Executive Director / CEO

EIN 260278846  
 MI · NTEE P720  
 FY ending 2024-12-31  
 June 13, 2026

This analysis benchmarks the total compensation of **Leslie King, Executive Director / CEO** (\$124,401) against the **2000** closest of **3,859** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Leslie King — 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 (P720).
BUDGET	Total revenue between \$301,199 and \$674,326 — 0.67x to 1.50x the subject's \$449,551 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**3,859** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$17,904	\$38,605	\$58,175	\$78,394	\$101,217	<b>\$124,401</b>
----------	----------	----------	----------	-----------	------------------



## ■ 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 MI 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="#">Family Hope Inc</a>	IN	\$449,562	Executive Director	\$89,960	<b>\$91,911</b>	2024
<a href="#">Women In Ranching Inc</a>	MT	\$449,536	Executive Di	\$80,400	<b>\$83,965</b>	2024
<a href="#">Seeds Of Love</a>	CA	\$449,576	President	\$36,159	<b>\$31,144</b>	2023
<a href="#">Families And Schools Together Inc</a>	WI	\$449,521	Executive Dir.	\$62,500	<b>\$63,238</b>	2024
<a href="#">Sunny Bunch Christian Childcare Center Inc</a>	MI	\$449,651	Chairman Of The Board	\$48,880	<b>\$50,324</b>	2023
<a href="#">Center For Disability Law And Policy</a>	PA	\$449,401	Director	\$95,500	<b>\$92,268</b>	2024
<a href="#">Penfield Hope Inc</a>	NY	\$449,331	Secretary	\$41,310	<b>\$37,234</b>	2023
<a href="#">Miss Tinas Preeschool Inc</a>	AR	\$449,326	President	\$38,540	<b>\$41,971</b>	2024
<a href="#">Plumline Inc</a>	TN	\$449,782	President	\$176,660	<b>\$179,907</b>	2024
<a href="#">Miss Inc Of The Treasure Coast</a>	FL	\$449,274	Executive Director	\$117,669	<b>\$107,096</b>	2024
<a href="#">Domestic Violence And Abuse Center</a>	ND	\$449,150	Executive Director	\$52,547	<b>\$54,429</b>	2025
<a href="#">Hope 139 House Inc</a>	GA	\$449,124	Executive Di	\$22,000	<b>\$21,431</b>	2024
<a href="#">Outreach Teen And Family Services Inc</a>	PA	\$449,122	Executive Dir.	\$86,958	<b>\$86,497</b>	2023
<a href="#">Rebuilding Paradise</a>	NC	\$449,984	President	\$115,000	<b>\$115,122</b>	2024
<a href="#">Spokane Fatherhood Initiative</a>	WA	\$449,994	Vice President	\$19,900	<b>\$16,816</b>	2025
<a href="#">Kidz Dreamz Klub</a>	NC	\$449,084	Executive Director	\$17,082	<b>\$17,606</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hispanic Liaison Of Chatham County</a>	NC	\$450,071	Executive Di	\$76,248	<b>\$76,329</b>	2024
<a href="#">Living With Communities</a>	MI	\$450,129	President	\$6,127	<b>\$6,308</b>	2023
<a href="#">Senior Center Of Elk Grove Inc</a>	CA	\$450,167	Executive Dir.	\$57,011	<b>\$47,695</b>	2024
<a href="#">Rhemas Child Care Center Inc</a>	MI	\$450,234	President	\$66,800	<b>\$68,773</b>	2023
<a href="#">Virginia Women And Family Support Center</a>	VA	\$450,347	Executive Director	\$122,521	<b>\$114,612</b>	2024
<a href="#">Golden Care Services Inc</a>	WI	\$450,354	President	\$82,987	<b>\$86,447</b>	2023
<a href="#">Ally S Wish Inc</a>	TX	\$450,435	President	\$112,000	<b>\$108,543</b>	2024
<a href="#">Jcvision And Associates Inc</a>	GA	\$448,665	Executive Direc	\$73,160	<b>\$73,374</b>	2023
<a href="#">Common Garments Ministry Inc</a>	KY	\$450,451	President	\$6,000	<b>\$6,245</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	<b>2000</b> organizations. Compensation range \$250–\$535,502; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$449,551); for reference, expenses \$387,392 and assets \$249,408.
ROLE MATCH	Leslie King, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	133 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 52 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	94 <sup>th</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	90 <sup>th</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 (Leslie King) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$124,401 is reasonable (approximately the 96<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 13, 2026.