

# Onnemi International Ministries

Executive Director / CEO

EIN 260685509

TX · NTEE B82

FY ending 2025-01-31

June 9, 2026

This analysis benchmarks the total compensation of **Kenneth Ray Hanna, Executive Director / CEO** (\$30,296) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Kenneth Ray Hanna — reported title “Vice President Missionary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B82).

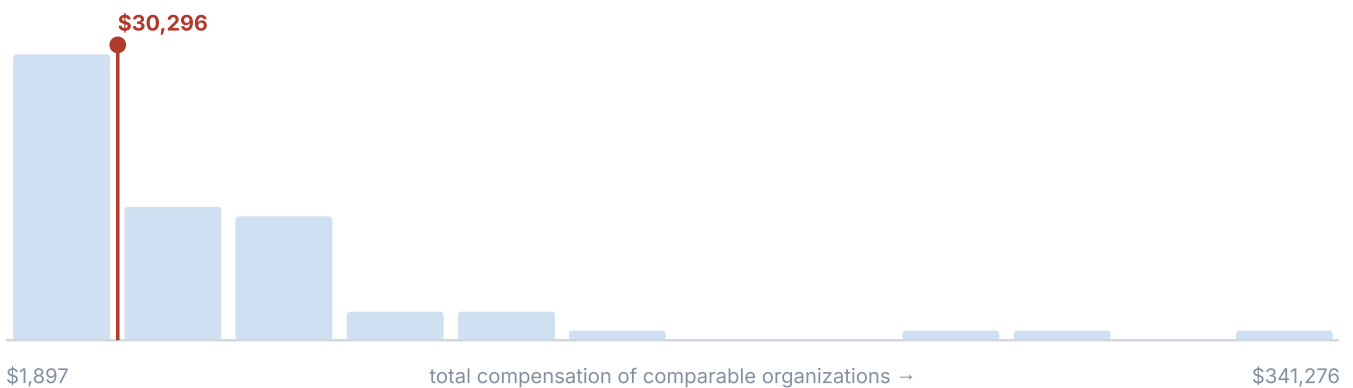
**BUDGET** Total revenue between \$49,732 and \$111,340 — 0.67x to 1.50x the subject's \$74,227 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

**67** organizations qualified on sector, size, and geography

→ **67** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,027	\$11,802	\$36,000	\$66,282	\$107,521	\$30,296
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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 TX 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="#">Denny Family Foundation</a>	VT	\$74,178	President	\$46,571	<b>\$49,521</b>	2023
<a href="#">Delores A Sachs Charitable Trust</a>	WI	\$74,789	Trustee	\$12,929	<b>\$13,855</b>	2024
<a href="#">Lift Womens Foundation</a>	IL	\$73,534	Executive Director	\$13,085	<b>\$13,200</b>	2024
<a href="#">Vada Charitable Foundation Inc</a>	VA	\$75,990	President	\$90,961	<b>\$87,799</b>	2025
<a href="#">Mz Foundation</a>	TX	\$72,332	Executive Director	\$254,189	<b>\$260,914</b>	2024
<a href="#">Maine Children's Scholarship Fund</a>	ME	\$72,109	Program Dire	\$19,488	<b>\$20,025</b>	2024
<a href="#">Wpma Scholarship Foundation</a>	UT	\$72,092	Secretary/treasurer	\$31,724	<b>\$32,459</b>	2025
<a href="#">Western Telecommunications Alliance</a>	MT	\$77,444	Executive Vice President	\$51,810	<b>\$57,308</b>	2024
<a href="#">South Dakota Farmers Union Foundati</a>	SD	\$70,679	President	\$3,995	<b>\$4,658</b>	2023
<a href="#">New York Press Association Scholarship</a>	NY	\$70,106	Secretary	\$15,600	<b>\$14,465</b>	2024
<a href="#">Oscar &amp; Mildred Larson Scholarship Trust</a>	PA	\$78,461	Provost	\$60,531	<b>\$63,771</b>	2023
<a href="#">National Independent Automobile Dealers</a>	TX	\$78,487	President/ceo	\$15,238	<b>\$16,103</b>	2023
<a href="#">Belafonte Family Foundation Inc</a>	NY	\$79,282	President/exec Director	\$99,000	<b>\$94,509</b>	2023
<a href="#">Cma Education Foundation Inc</a>	CT	\$79,678	Executive Director	\$24,000	<b>\$23,773</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">United Food And Commercial Workers</a>	OH	\$68,518	Trustee	\$34,141	<b>\$37,105</b>	2024
<a href="#">Texas Food &amp; Fuel Association Scholarship Foundation</a>	TX	\$80,681	President	\$20,944	<b>\$21,498</b>	2024
<a href="#">Michael Sadler Foundation</a>	MI	\$80,801	President	\$24,000	<b>\$26,171</b>	2023
<a href="#">Schroeder Scholarship Fund</a>	PA	\$81,407	Trustee	\$12,300	<b>\$12,586</b>	2024
<a href="#">Air Traffic Control Scholarship Fund</a>	VA	\$82,848	President And Ceo (Former)	\$42,750	<b>\$42,356</b>	2024
<a href="#">Blackstone Valley Education Foundation Inc</a>	MA	\$84,170	Executive Director	\$52,400	<b>\$47,073</b>	2025
<a href="#">Wichita Falls Prca Rodeo Association</a>	TX	\$64,067	President	\$5,000	<b>\$5,132</b>	2024
<a href="#">Golconda Foundation Inc</a>	OK	\$63,611	President	\$9,750	<b>\$11,017</b>	2024
<a href="#">The Buck Scholars Association Inc</a>	CA	\$85,060	Executive Director	\$42,500	<b>\$38,770</b>	2023
<a href="#">United Association Scholarship Trust</a>	MD	\$86,082	Trustee	\$154,691	<b>\$148,402</b>	2024
<a href="#">High Plains Mental Health Center</a>	KS	\$62,337	Executive Director	\$48,469	<b>\$53,731</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	67 organizations. Compensation range \$1,897–\$341,276; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$74,227); for reference, expenses \$83,752 and assets \$6,248.
ROLE MATCH	Kenneth Ray Hanna, reported title " <i>Vice President Missionary</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	34 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	45 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	82 <sup>nd</sup>
All sources (D + E + F), adjusted	31 <sup>st</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 (Kenneth Ray Hanna) 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 67 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,296 is reasonable (approximately the 45<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.