

## Warm Heart Worldwide Inc

Executive Director / CEO

EIN 262059241

NJ · NTEE Q11

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Joan Van Der Veen, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **635** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Joan Van Der Veen — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

### How comparable organizations were selected

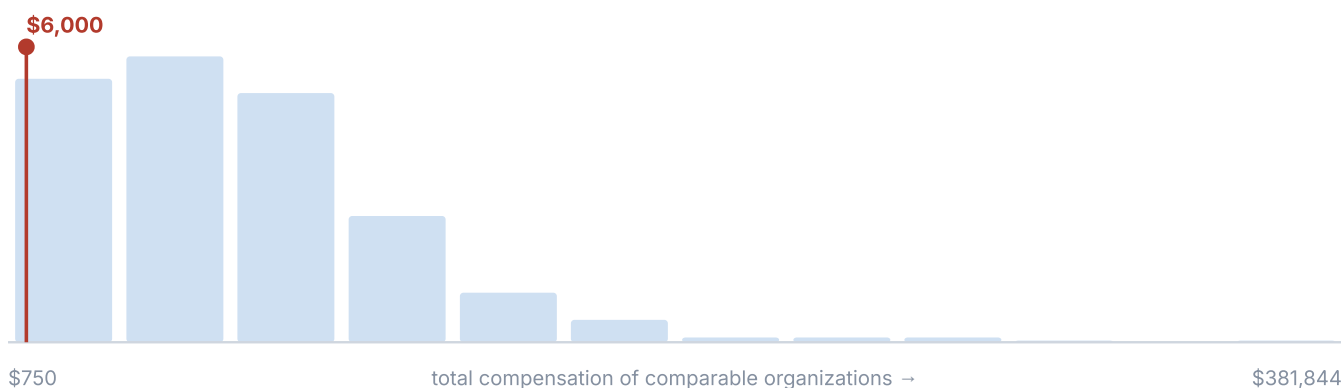
**SECTOR** Organizations sharing the subject's NTEE classification (Q11).

**BUDGET** Total revenue between \$233,237 and \$522,172 — 0.67x to 1.50x the subject's \$348,115 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**635** organizations qualified on sector, size, and geography → **635** within the band form the benchmarked peer set.

### Distribution of comparable compensation



\$14,251

\$31,620

\$59,600

\$89,773

\$121,199

\$6,000

|      |      |        |      |      |                |
|------|------|--------|------|------|----------------|
| 10TH | 25TH | MEDIAN | 75TH | 90TH | THIS ORG · 3RD |
|------|------|--------|------|------|----------------|

\$6,000



## ● 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 NJ 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="#">Heidelberg University Association</a>          | NY    | \$348,195 | Exec. Direct                 | \$74,769        | <b>\$75,672</b>  | 2024 |
| <a href="#">Love Mercy Inc</a>                             | KS    | \$347,924 | President                    | \$36,725        | <b>\$45,750</b>  | 2023 |
| <a href="#">Aarti For Girls Inc</a>                        | TX    | \$347,788 | Vp & Treasurer               | \$25,000        | <b>\$28,009</b>  | 2024 |
| <a href="#">Mexico Ministries Inc</a>                      | TX    | \$348,483 | President                    | \$35,896        | <b>\$41,404</b>  | 2023 |
| <a href="#">Children Of Zion Of Maryland Inc</a>           | MD    | \$348,515 | Executive Director           | \$39,000        | <b>\$40,838</b>  | 2024 |
| <a href="#">The Albert Einstein Institution Inc</a>        | MA    | \$348,522 | Executive Director/secretary | \$104,285       | <b>\$108,060</b> | 2023 |
| <a href="#">Global Philadelphia Associaton Inc</a>         | PA    | \$349,036 | President                    | \$110,000       | <b>\$126,490</b> | 2023 |
| <a href="#">Women In The Window International Inc</a>      | FL    | \$349,140 | Executive Director           | \$79,217        | <b>\$85,812</b>  | 2023 |
| <a href="#">Mission Housing Ministries Inc</a>             | FL    | \$346,937 | Director                     | \$59,896        | <b>\$63,021</b>  | 2024 |
| <a href="#">Angel Of Faith Non Profit Organization</a>     | CA    | \$346,809 | President                    | \$82,500        | <b>\$79,789</b>  | 2024 |
| <a href="#">Junior Achievement Of Southern Ma</a>          | MA    | \$346,789 | President & Ceo              | \$90,424        | <b>\$93,697</b>  | 2023 |
| <a href="#">United Nations Association Of The National</a> | DC    | \$346,700 | President                    | \$101,488       | <b>\$99,748</b>  | 2024 |
| <a href="#">The Tamarindo Foundation Inc</a>               | IN    | \$346,182 | Executive Director           | \$120,753       | <b>\$142,625</b> | 2024 |
| <a href="#">Maternal Life International</a>                | MT    | \$350,286 | Co-executive Director        | \$60,000        | <b>\$72,439</b>  | 2024 |

| ORGANIZATION  | STATE | REVENUE   | MATCHED TITLE          | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|---|-------|-----------|------------------------|-----------------|------------------|------|
| <a href="#">Speak Up Africa Inc</a>                   | NY    | \$345,613 | Ceo/executive Director | \$200,000       | <b>\$208,395</b> | 2023 |
| <a href="#">Hope Outreach International</a>           | FL    | \$345,598 | Executive Director     | \$38,400        | <b>\$41,597</b>  | 2023 |
| <a href="#">Junior Achievement Of Eastern North</a>   | NC    | \$345,533 | President And Ceo      | \$105,074       | <b>\$118,466</b> | 2025 |
| <a href="#">World Wide Hispanic Outreach Inc</a>      | IN    | \$351,602 | Executive Director     | \$24,000        | <b>\$28,347</b>  | 2024 |
| <a href="#">Amigos The Richmond Latino Center Inc</a> | IN    | \$351,902 | Director               | \$28,912        | <b>\$34,149</b>  | 2024 |
| <a href="#">Accessibility Accelerator Inc</a>         | NY    | \$344,297 | Executive Director     | \$64,642        | <b>\$65,423</b>  | 2024 |
| <a href="#">Apple Of His Eye Charity</a>              | OR    | \$352,778 | Executive Dir.         | \$36,365        | <b>\$37,824</b>  | 2024 |
| <a href="#">Wells 4 Wellness Inc</a>                  | UT    | \$342,979 | Vice President         | \$46,667        | <b>\$53,495</b>  | 2024 |
| <a href="#">Dark Bali</a>                             | CA    | \$342,650 | Executive Dir.         | \$64,618        | <b>\$62,495</b>  | 2024 |
| <a href="#">International Accountability Project</a>  | NY    | \$342,608 | Executive Director     | \$116,350       | <b>\$117,756</b> | 2024 |
| <a href="#">Aim4india</a>                             | TX    | \$342,503 | Executive Dir.         | \$65,167        | <b>\$75,168</b>  | 2023 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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    **635** organizations. Compensation range \$750–\$381,844; filing years 2020–2025.

SIZE BASIS     Matched on total revenue (\$348,115); for reference, expenses \$325,946 and assets \$117,981.

|                 |   |
|-----------------|---|
| ROLE MATCH      | Joan Van Der Veen, reported title " <i>SECRETARY</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 | 22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.  |
| OUTLIERS        | 12 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 | 3 <sup>rd</sup>    |
| Total compensation (D + F), as reported (no adjustments)                                | 3 <sup>rd</sup>    |
| Reportable pay only (column D), adjusted  | 9 <sup>th</sup>    |
| All sources (D + E + F), adjusted   | 3 <sup>rd</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 (Joan Van Der Veen) 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 10, 2026, comparing compensation against 635 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 3<sup>rd</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 10, 2026.