

Just Heart Foundation Inc

Executive Director / CEO

EIN 263834850

GA · NTEE P12

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ryan Winters, Executive Director / CEO** (\$75,528) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

Benchmarked executive: Ryan Winters — 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 (P12).

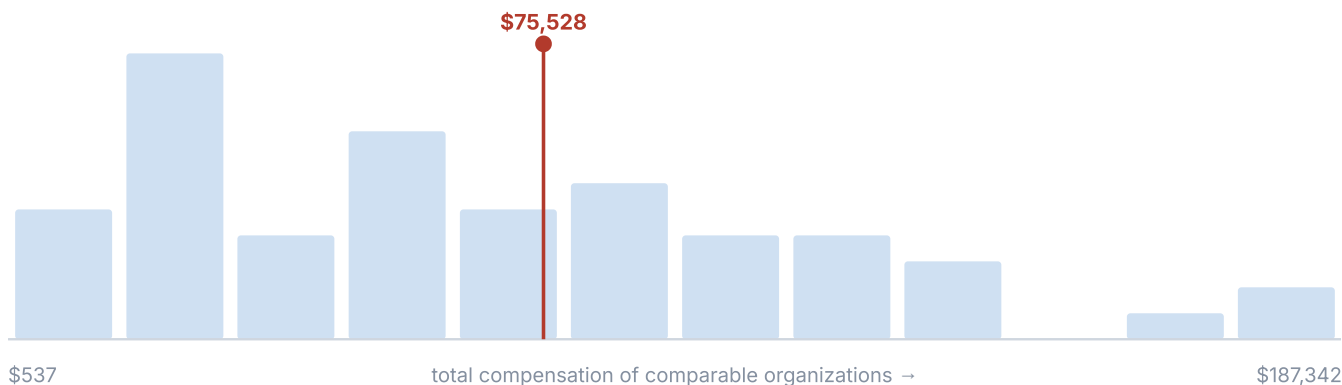
BUDGET Total revenue between \$324,053 and \$725,493 — 0.67x to 1.50x the subject's \$483,662 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P12), nationwide + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography

→ **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|-----------|----------|
| \$16,933 | \$24,970 | \$58,987 | \$94,861 | \$124,047 | \$75,528 |
|----------|----------|----------|----------|-----------|----------|



● 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 GA 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 |
|--|-------|-----------|--------------------------------------|-----------------|------------------|------|
| Inspired Hearts And Hands Inc | PA | \$489,376 | President | \$56,100 | \$55,640 | 2023 |
| Wayne County Children's Advocacy | OH | \$489,972 | Executive Director | \$73,028 | \$74,719 | 2024 |
| Chicago Foundlings Home | IL | \$473,561 | Program Director | \$12,000 | \$11,733 | 2023 |
| Fuse Project | AL | \$471,929 | Executive Director | \$67,500 | \$70,444 | 2024 |
| F3 Foundation Inc | NC | \$465,968 | Executive Di | \$176,277 | \$175,951 | 2024 |
| Village2village Project Inc | IN | \$505,317 | Executive Director | \$99,090 | \$100,945 | 2024 |
| Foundation For Essential Needs | MN | \$456,604 | Executive Director | \$91,843 | \$87,667 | 2024 |
| Scott J Beigel Memorial Fund Inc | NY | \$453,343 | Secretary | \$25,000 | \$21,823 | 2024 |
| De Frente Al Alzheimer Inc | PR | \$448,603 | Executive Director | \$56,600 | \$54,976 | 2024 |
| Freedom House Housing Development Fund | NY | \$448,117 | Cpo Through 12/22 Ceo Effective 1/23 | \$33,041 | \$29,694 | 2023 |
| Operation Hope Inc | NY | \$446,019 | Executive Director | \$40,916 | \$35,716 | 2024 |
| Saturate | WA | \$445,270 | Executive D | \$210,396 | \$187,342 | 2023 |
| Bra Couture Kc | MO | \$525,972 | Executive Director | \$90,000 | \$92,084 | 2024 |
| El Portal De Belen Foundation | NY | \$440,877 | Treasurer | \$16,350 | \$14,694 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|--------------------|-----------------|------------------|------|
| Jack Trottier Foundation Inc | MA | \$535,098 | Executive Dir. | \$70,000 | \$60,765 | 2024 |
| Georgia's Own Foundation Inc | GA | \$431,364 | Executive | \$30,785 | \$29,902 | 2024 |
| Soar Special Needs | KS | \$430,497 | Executive Director | \$500 | \$537 | 2023 |
| Strike Force 421 Inc | FL | \$426,176 | Program Director | \$18,750 | \$17,015 | 2024 |
| Hcso Charities Inc | FL | \$425,105 | President | \$51,968 | \$50,545 | 2022 |
| True Justice International Inc | NC | \$543,209 | Executive Director | \$87,012 | \$86,851 | 2024 |
| Adk Spay And Neuter Corp | NY | \$549,513 | Exec Dir / Pres | \$140,000 | \$125,818 | 2023 |
| Staffserve | PA | \$415,353 | Executive Director | \$18,430 | \$17,754 | 2024 |
| Glen Doherty Memorial Foundation Inc | MA | \$406,582 | President/director | \$5,000 | \$4,469 | 2023 |
| Hoh Share Inc | WV | \$401,586 | Executive Di | \$32,000 | \$33,470 | 2024 |
| Dignity Grows Inc | CT | \$570,749 | Executive Director | \$71,400 | \$66,580 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 53 organizations. Compensation range \$537–\$187,342; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$483,662); for reference, expenses \$561,790 and assets \$58,706.

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

RELATED-ORG PAY 10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

| BASIS | SUBJECT PERCENTILE |
|---|--------------------|
| Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default | 62 nd |
| Total compensation (D + F), as reported (no adjustments) | 62 nd |
| Reportable pay only (column D), adjusted | 60 th |
| All sources (D + E + F), adjusted | 43 rd |

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 (Ryan Winters) 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 53 similarly situated organizations (Same NTEE sector (P12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,528 is reasonable (approximately the 62nd 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.