

Kind At Heart Ministries Inc

Executive Director / CEO

EIN 264167010

AR · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **H Wayne Thomas, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **1069** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

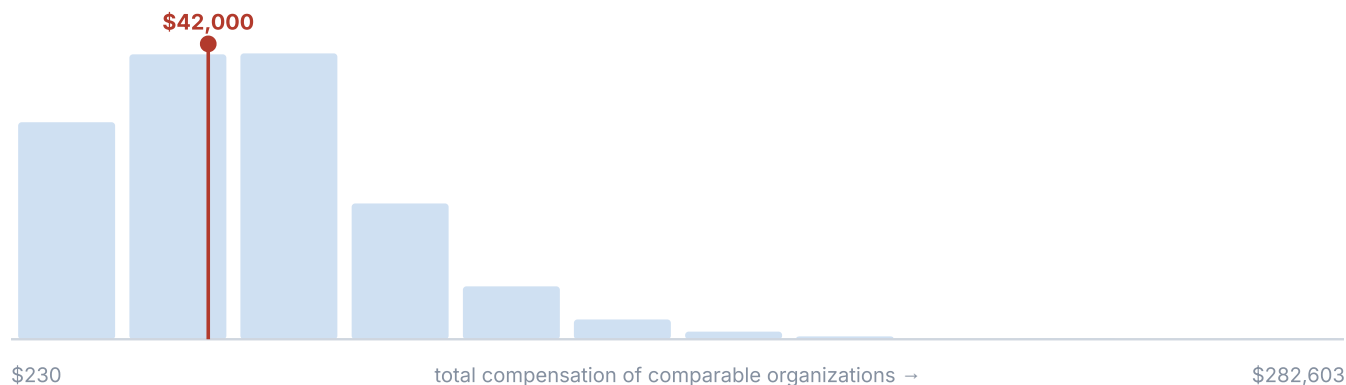
Benchmarked executive: H Wayne Thomas — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$236,886 and \$530,343 — 0.67x to 1.50x the subject's \$353,562 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,069 organizations qualified on sector, size, and geography → **1,069** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,610	\$26,757	\$47,415	\$68,225	\$87,499	\$42,000
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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 AR 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
Mega Social Enterprise	FL	\$353,598	Ceo	\$186,346	\$151,271	2024
Jeep Sullivan's Outdoor Adventures Inc	FL	\$353,681	Sullivan	\$78,180	\$63,464	2024
Weascend Corporation	GA	\$353,251	Ceo/president	\$90,000	\$80,507	2023
Family Promise Of Metro East	OR	\$353,995	Executive Di	\$85,168	\$68,345	2024
Evolving Lives Inc	FL	\$354,071	Associate Director	\$55,300	\$46,217	2023
Associates Of St John Bosco Inc	VA	\$352,962	Executive Director	\$85,000	\$69,091	2025
Navidad En El Barrio	TX	\$354,178	Executive Director	\$24,000	\$21,358	2023
Huntsville Assistance Program	AL	\$354,281	Executive Di	\$67,500	\$64,875	2023
Beaver Institute Inc	MA	\$354,286	Executive Dir.	\$92,968	\$72,191	2024
Angkor Resource Center Inc	GA	\$352,560	President/ce	\$99,000	\$86,017	2024
Nami Idaho	ID	\$352,197	Executive Director	\$97,090	\$89,249	2024
Bayou Land Families Helping Families	LA	\$355,110	Executive Director	\$10,824	\$10,299	2024
Goodsource Of Central Florida Inc	FL	\$351,816	President & Ceo	\$1,500	\$1,254	2023
Pybus Market Charitable Foundation	WA	\$355,327	Gm/executive Director	\$25,002	\$19,343	2024
Sherman County Community	KS	\$355,363	Treasurer	\$3,600	\$3,361	2024
Power Of Peace Initiative Inc	GA	\$355,436	Ceo	\$179,948	\$156,349	2024
Rockland Opportunity Development	NY	\$351,555	President	\$46,000	\$36,980	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rural Community Action Ministry	ME	\$351,282	Executive Director	\$52,003	\$46,326	2023
Greater Warren Youngstown Urban League	OH	\$356,033	President	\$84,462	\$79,586	2023
Life Line Ministries No 2	MI	\$356,049	President	\$54,096	\$48,249	2024
Across The Bridge Inc	GA	\$351,026	Executive Director	\$76,911	\$68,798	2023
Breakthrough Ministries Inc	MN	\$356,206	President & Ceo	\$72,000	\$63,293	2023
Para Ti Mujer	CO	\$350,881	President	\$46,709	\$38,702	2024
Mira Usa Inc	FL	\$350,824	Treasurer	\$20,628	\$17,240	2023
Tophand Foundation Inc	VA	\$356,307	Director	\$32,633	\$28,031	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	1069 organizations. Compensation range \$230–\$282,603; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$353,562); for reference, expenses \$375,758 and assets \$180,530.
ROLE MATCH	H Wayne Thomas, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	43 rd
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	41 st

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 (H Wayne Thomas) 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 1069 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 43rd 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.