

# Union Microfinanza Inc

Executive Director / CEO

EIN 271044964

MI · NTEE Q32

FY ending 2024-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Charles Heins, Executive Director / CEO** (\$14,992) against **every comparable organization** that fit the selection criteria — **157** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27<sup>th</sup>** percentile of comparable organizations within the typical range

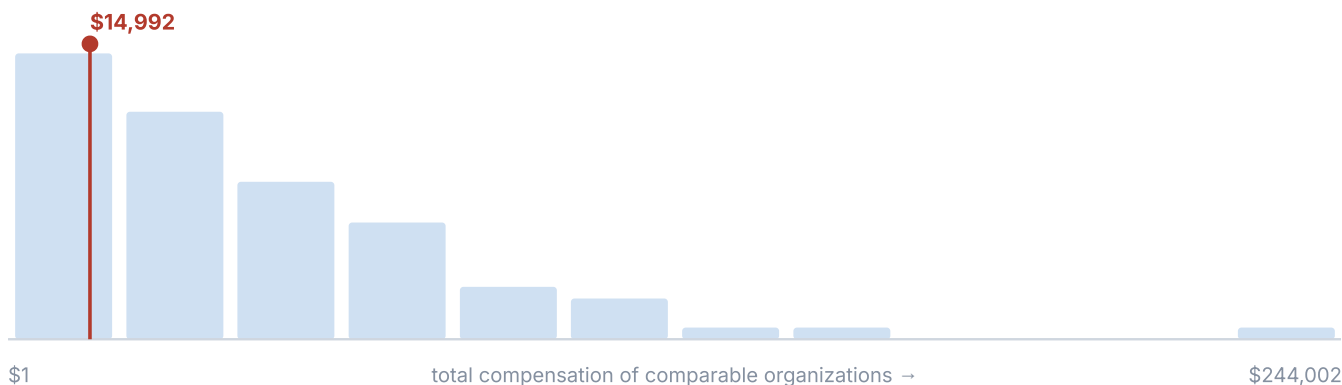
**Benchmarked executive:** Charles Heins — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q32).
BUDGET	Total revenue between \$86,547 and \$193,764 — 0.67x to 1.50x the subject's \$129,176 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**157** organizations qualified on sector, size, and geography → **157** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,096	\$13,520	\$35,973	\$63,942	\$91,454	\$14,992
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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 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="#">Friends Of Basha</a>	OR	\$128,694	Executive Director	\$12,000	<b>\$10,797</b>	2024
<a href="#">Yeshua Medical Ministries Inc</a>	NC	\$129,809	President	\$12,000	<b>\$11,703</b>	2025
<a href="#">The Caux Round Table</a>	MN	\$128,200	Executive Dir.	\$5,000	<b>\$4,787</b>	2024
<a href="#">Medical Teams Worldwide</a>	TN	\$130,259	Director/president	\$11,980	<b>\$11,885</b>	2025
<a href="#">Media Caravan Inc</a>	NY	\$130,863	President	\$78,750	<b>\$68,943</b>	2024
<a href="#">Overseas Tribal Services Inc Ots</a>	CO	\$131,089	Employee	\$39,328	<b>\$36,535</b>	2024
<a href="#">Alternative Gift Markets Inc</a>	KS	\$131,282	Executive Director	\$45,650	<b>\$47,780</b>	2024
<a href="#">Wholehearted Home Inc</a>	FL	\$126,449	President	\$38,750	<b>\$36,310</b>	2023
<a href="#">Friends Of House Of Sweden</a>	DC	\$131,947	Office Manager	\$2,200	<b>\$1,926</b>	2023
<a href="#">Burkina Faso Outreach Inc</a>	MO	\$126,166	President	\$65,001	<b>\$66,700</b>	2024
<a href="#">Panel Group Thought For Action</a>	DC	\$125,863	Director	\$74,539	<b>\$63,372</b>	2024
<a href="#">Center For Peace Through Culture Inc</a>	MA	\$125,224	Executive Director	\$128,419	<b>\$111,803</b>	2024
<a href="#">Mercy Partners</a>	NC	\$125,056	Executive Director	\$27,000	<b>\$26,332</b>	2025
<a href="#">Glodev Inc</a>	FL	\$124,940	Ceo	\$2,658	<b>\$2,419</b>	2024
<a href="#">Compass Rose International</a>	CO	\$124,890	Ceo & Board President	\$32,650	<b>\$31,227</b>	2023
<a href="#">Afrika Tikkun Usa Inc</a>	OH	\$124,739	Exec Directo	\$75,000	<b>\$76,961</b>	2024
<a href="#">The Paul Rusch Foundation Inc</a>	KY	\$124,661	Execuitive Director	\$99,112	<b>\$100,505</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">United States-china Exchange Council</a>	CA	\$133,887	Director	\$43,177	<b>\$36,121</b>	2024
<a href="#">Partners In Compassionate Care Inc</a>	MI	\$124,335	Exec Dir Thr	\$53,242	<b>\$53,242</b>	2024
<a href="#">United Nations Assn Of San Diego</a>	CA	\$135,014	Manager	\$52,274	<b>\$43,732</b>	2024
<a href="#">Shoulder To Shoulder Ministries Inc</a>	FL	\$135,560	President	\$73,240	<b>\$66,659</b>	2024
<a href="#">Humanistsinternationalinc</a>	DC	\$135,870	Chief Executive Officer	\$16,442	<b>\$13,979</b>	2024
<a href="#">Social Inquiry Inc</a>	NY	\$135,894	Secretary	\$6,000	<b>\$5,253</b>	2024
<a href="#">The Tia Foundation Inc</a>	AZ	\$136,226	President Ceo	\$71,433	<b>\$66,558</b>	2024
<a href="#">U S All Blessings Corporation</a>	TN	\$121,841	President	\$26,000	<b>\$27,260</b>	2023

**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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	157 organizations. Compensation range \$1–\$244,002; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$129,176); for reference, expenses \$90,238 and assets \$409,409.
ROLE MATCH	Charles Heins, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	27 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	32 <sup>nd</sup>
All sources (D + E + F), adjusted	25 <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 (Charles Heins) 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 157 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,992 is reasonable (approximately the 27<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 9, 2026.