

Hallstrom Homeschool Workshops Inc

Executive Director / CEO

EIN 453542971
 IL · NTEE X20
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Kelly Ramos, Executive Director / CEO** (\$750) against **every comparable organization** that fit the selection criteria — **260** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kelly Ramos — reported title "ATHLETICS DIRECTOR", 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 (X20).
BUDGET	Total revenue between \$83,690 and \$187,366 — 0.67x to 1.50x the subject's \$124,911 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

260 organizations qualified on sector, size, and geography → **260** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,129	\$19,250	\$37,734	\$64,982	\$99,149	\$750
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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 IL 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
Bethlehem Baptist Church	MI	\$124,248	President	\$41,001	\$45,491	2023
Sola Network Inc	CA	\$125,608	Cfo	\$2,371	\$2,138	2024
Knowing Jesus Ministries	VA	\$125,837	President	\$25,020	\$25,968	2023
Vital Families Inc	TN	\$126,266	President	\$100,009	\$106,929	2025
Disciples Of The Way	TX	\$123,448	Office Coordinator	\$30,551	\$31,907	2024
Metro Ministries Of Fort Worth	TX	\$123,383	Executive Director	\$22,656	\$23,662	2024
Harvest Mission Brazil Incorporated	AL	\$122,556	Member	\$93,693	\$105,682	2024
Living Loved Project	CO	\$122,365	President	\$54,000	\$54,062	2024
Tandem Spirituality	NC	\$127,979	President	\$93,203	\$100,549	2024
Harvest Home Farmsinc	WI	\$121,598	Treasurer	\$34,792	\$39,058	2023
Gifting Grace Project Inc	LA	\$128,483	Director	\$36,038	\$42,656	2023
Capilla De Gracia	CA	\$128,712	President	\$600	\$557	2023
Community Church Of Praise	SC	\$121,024	Pastor	\$34,485	\$40,257	2022
Neshama Center	CO	\$129,519	Executive Director	\$199,331	\$205,455	2023
Global Opportunities For Christinc	VA	\$129,833	President	\$6,000	\$6,049	2024
Off The Chain Ministries Inc	FL	\$130,564	Director/president	\$30,000	\$31,536	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kingdom Strategies International	CA	\$119,229	President And Executive Director	\$52,000	\$46,882	2024
North Fryeburg Community Chapel	ME	\$130,643	Director/minister	\$23,400	\$24,464	2024
Danny Forshee Evangelistic	TX	\$131,143	Chairman	\$37,492	\$40,314	2023
Congregacion Maranatha Inc	MA	\$118,535	President	\$6,000	\$5,630	2024
Empty Tomb Ministries	CO	\$131,438	Director	\$114,000	\$111,189	2025
Shalam Ministries Ltd	MO	\$118,306	President And Director	\$26,220	\$28,996	2024
Arts And Entertainment Ministries	CA	\$131,574	President	\$71,190	\$64,183	2024
Abide In Him Ministries Inc	NC	\$117,818	Chairman	\$71,500	\$77,136	2024
Doug Holliday Ministries Inc	FL	\$132,813	President	\$54,000	\$54,530	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 260 organizations. Compensation range \$1–\$494,140; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$124,911); for reference, expenses \$122,236 and assets \$105,377.

ROLE MATCH Kelly Ramos, reported title "*ATHLETICS DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match —**

the board should confirm this is a comparable role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	6 th
All sources (D + E + F), adjusted	1 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 (Kelly Ramos) 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 260 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$750 is reasonable (approximately the 1st 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.