

# Healing Door Ministries

Executive Director / CEO

This analysis benchmarks the total compensation of **Janice, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **291** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 8<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Janice — reported title "Mohr", 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 (X99).

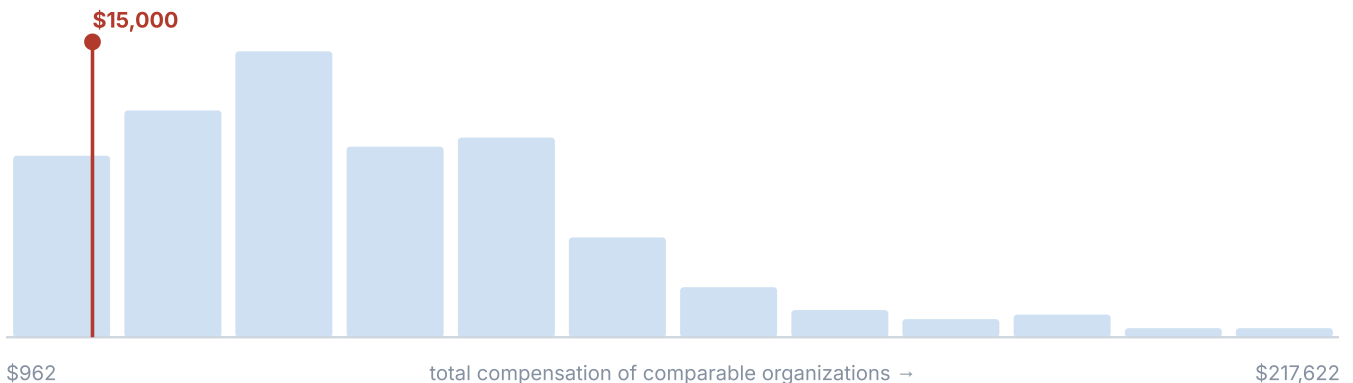
**BUDGET** Total revenue between \$203,422 and \$455,424 — 0.67x to 1.50x the subject's \$303,616 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

**291** organizations qualified on sector, size, and geography

→ **291** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,159

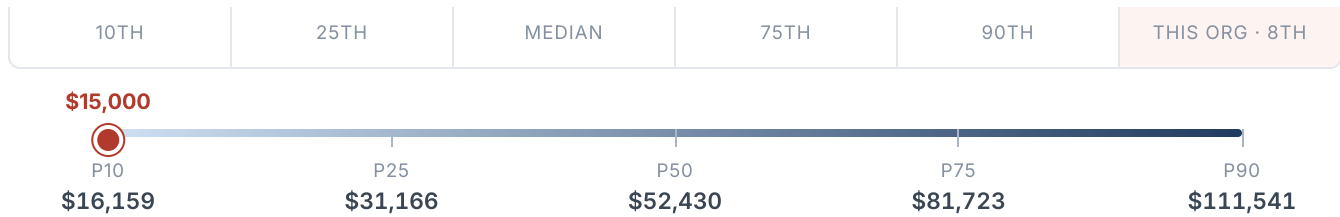
\$31,166

\$52,430

\$81,723

\$111,541

**\$15,000**



## ■ 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 CO 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="#">Poimen Ministries</a>	CA	\$303,501	President	\$61,118	<b>\$53,460</b>	2024
<a href="#">Brethren Leadership Foundation</a>	CO	\$303,869	Treasurer	\$1,992	<b>\$1,935</b>	2024
<a href="#">Nhntx Inc</a>	TX	\$302,451	Executive Dir.	\$77,044	<b>\$78,068</b>	2024
<a href="#">K-nation Group</a>	TX	\$302,088	Ceo	\$100,000	<b>\$104,321</b>	2023
<a href="#">All For Jesus Inc</a>	FL	\$305,226	Morris	\$102,692	<b>\$97,722</b>	2024
<a href="#">Grunewald Ministries Inc</a>	OK	\$305,290	President	\$158,994	<b>\$182,582</b>	2023
<a href="#">Mosaic Sanctuary Inc</a>	OK	\$305,658	President	\$7,750	<b>\$8,900</b>	2023
<a href="#">Hope Academy</a>	CA	\$300,477	Educational	\$36,000	<b>\$32,419</b>	2023
<a href="#">Bsf International Properties Corp</a>	TX	\$300,014	President	\$19,915	<b>\$20,180</b>	2024
<a href="#">Grace Haven Biblical Renewal Ministries Inc</a>	IN	\$299,479	Counselor	\$90,180	<b>\$96,333</b>	2024
<a href="#">Ctw Ministries Inc</a>	TX	\$298,945	Director	\$26,900	<b>\$27,257</b>	2024
<a href="#">Celebrating Life Ministries</a>	IL	\$298,915	President	\$90,000	<b>\$92,275</b>	2023
<a href="#">Spiritual Life Society</a>	OH	\$309,304	Secretary/tr	\$27,000	<b>\$28,967</b>	2024
<a href="#">Equip 2 Serve Inc</a>	AL	\$309,848	President	\$71,125	<b>\$80,134</b>	2023
<a href="#">Regions Beyond International Inc</a>	FL	\$297,125	Pres	\$177,040	<b>\$168,472</b>	2024
<a href="#">Fam International Inc</a>	AL	\$310,189	President	\$13,567	<b>\$14,847</b>	2024
<a href="#">Marriage In Focus Inc</a>	AL	\$296,963	Chairman	\$75,000	<b>\$82,075</b>	2024
<a href="#">Ancora Ministries Inc</a>	TX	\$296,864	Executive Director	\$56,500	<b>\$58,941</b>	2023
<a href="#">Seek &amp; Find Ministries</a>	IL	\$310,410	President	\$63,086	<b>\$64,681</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Banks County Christian Learning</a>	GA	\$296,595	Director	\$18,625	<b>\$18,970</b>	2024
<a href="#">Emmaus Institute For Biblical</a>	NE	\$296,283	President	\$40,700	<b>\$45,652</b>	2023
<a href="#">Excelling Leaders</a>	MI	\$311,136	President	\$69,000	<b>\$72,143</b>	2024
<a href="#">Good News Kenya Inc</a>	WI	\$295,662	Officer	\$31,840	<b>\$33,684</b>	2024
<a href="#">Crosslife Ministries Inc</a>	NC	\$295,313	President	\$103,617	<b>\$108,452</b>	2024
<a href="#">Latin American Christian Covenant</a>	TX	\$294,591	President	\$33,000	<b>\$33,438</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	291 organizations. Compensation range \$962–\$217,622; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$303,616); for reference, expenses \$278,273 and assets \$0.
ROLE MATCH	Janice, reported title " <i>Mohr</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	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	8 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	10 <sup>th</sup>
Reportable pay only (column D), adjusted	14 <sup>th</sup>
All sources (D + E + F), adjusted	8 <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 (Janice) 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 291 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 8<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.