

Healing Heroes Ministries

Executive Director / CEO

EIN 453917646

MT · NTEE F60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shane Yates, Executive Director / CEO** (\$229,325) against **every comparable organization** that fit the selection criteria — **133** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

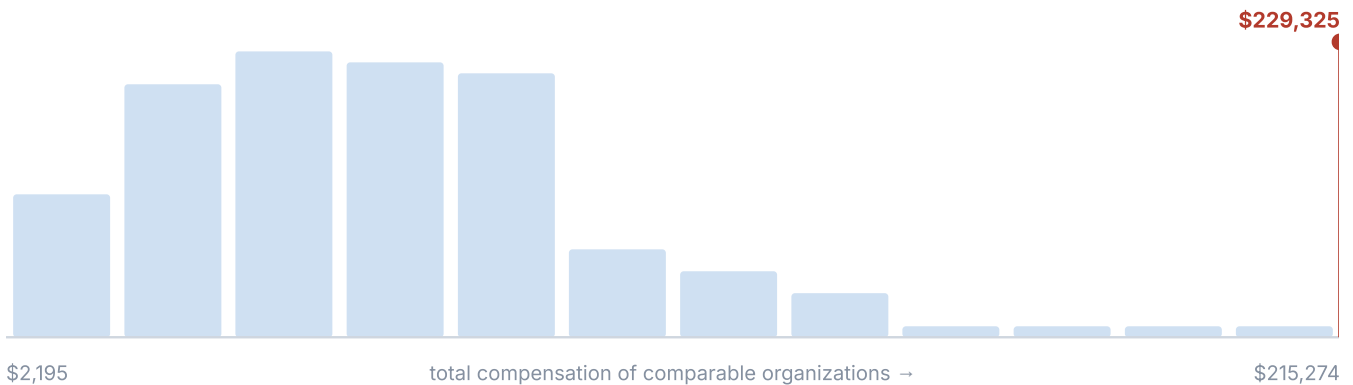
Benchmarked executive: Shane Yates — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$271,366 and \$607,537 — 0.67x to 1.50x the subject's \$405,025 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

133 organizations qualified on sector, size, and geography → **133** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,090	\$36,687	\$58,363	\$82,869	\$112,875	\$229,325
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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 MT 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
Love And Respect Ministries Inc	MI	\$405,717	President	\$224,820	\$215,274	2024
Marriage Mentors Inc	TX	\$398,843	Ceo/president	\$138,334	\$128,372	2024
Childrens Grief Center Of El Paso	TX	\$411,640	Executive Director	\$115,414	\$107,102	2024
Mental Health Grace Alliance	TX	\$397,742	President An	\$81,520	\$75,649	2024
Shielding The Frontline Kern County Inc	CA	\$412,313	Executive Dir.	\$60,000	\$49,483	2023
Wholeness To Freedom Ministries Inc	FL	\$412,452	President	\$19,664	\$17,643	2023
Drums In Recovery Inc	FL	\$397,477	President	\$183,200	\$159,658	2024
Verity Inc	FL	\$413,652	Executive Director	\$60,008	\$52,297	2024
Life Focus Center Inc	NJ	\$396,394	President	\$47,600	\$39,426	2024
Elevate North Texas	TX	\$392,082	Executive Director	\$60,000	\$55,679	2024
Wells Of Wholeness Inc	GA	\$391,188	Executive Di	\$132,125	\$123,244	2024
Adams Purpose	CO	\$390,518	Executive Director	\$31,254	\$27,802	2024
Divergent Recovery Center Inc	GA	\$421,195	Director	\$13,000	\$12,126	2024
Concordia Counseling A Lutheran	IN	\$388,692	Ceo	\$43,175	\$42,238	2024
Summit Quest Adventures Inc	GA	\$423,944	Executive Director	\$55,778	\$52,029	2024
Hope Mental Health Foundation	AZ	\$424,035	Chairman	\$69,000	\$61,561	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Barnabas Horse Foundation Inc	SC	\$424,492	President	\$65,000	\$62,908	2024
Fighting Chance Inc	NY	\$381,997	Chairman & Ceo	\$60,000	\$50,297	2024
Deliver The Dream Inc	FL	\$381,679	Ceo/executiv	\$130,907	\$114,085	2024
Thriving Families Counseling Services	IA	\$381,561	Director	\$140,508	\$139,044	2025
Nami Wayne & Holmes Counties	OH	\$380,782	Executive Di	\$38,728	\$39,177	2023
House In The Woods Inc	ME	\$380,477	Secretary/treas	\$14,968	\$14,315	2023
Companions On A Journey	OH	\$378,239	Executive Di	\$45,750	\$46,280	2023
Child Life Society Inc	NY	\$431,976	Secretary	\$52,000	\$43,591	2024
Christian Counseling Associates Of Jacksonville Inc	FL	\$432,130	President	\$162,000	\$141,183	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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	133 organizations. Compensation range \$2,195–\$215,274; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$405,025); for reference, expenses \$572,372 and assets \$4,462,637. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Shane Yates, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	100 th

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 (Shane Yates) 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 133 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$229,325 is reasonable (approximately the 100th 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.