

# Hearts2honduras Inc

Executive Director / CEO

EIN 463955727

TN · NTEE Q33

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shelton Wicks, Executive Director / CEO** (\$45,800) against **every comparable organization** that fit the selection criteria — **249** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51<sup>st</sup>** percentile of comparable organizations

within the typical range

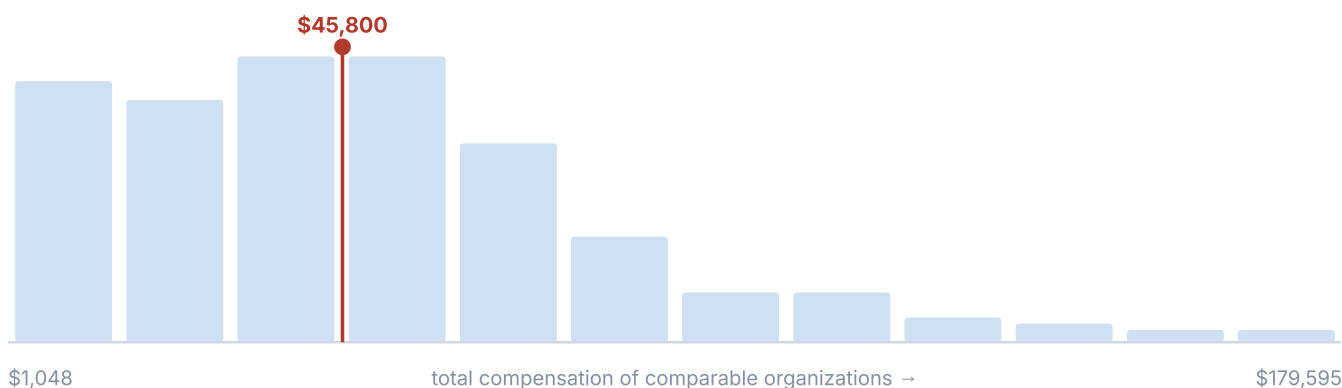
**Benchmarked executive:** Shelton Wicks — reported title “Vice President of Operations”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$304,211 and \$681,070 — 0.67x to 1.50x the subject's \$454,047 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**249** organizations qualified on sector, size, and geography → **249** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,775	\$24,798	\$44,649	\$65,408	\$93,084	\$45,800
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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 TN 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="#">Rising Worldwide</a>	CA	\$451,651	Ceo	\$81,153	<b>\$66,667</b>	2023
<a href="#">Franciscan Works</a>	IL	\$451,416	Executive Director	\$53,385	<b>\$48,497</b>	2024
<a href="#">Braveheart Ministries Inc</a>	TX	\$456,807	President	\$135,865	<b>\$125,586</b>	2024
<a href="#">Upstream International Inc</a>	TX	\$449,415	President	\$104,630	<b>\$96,714</b>	2024
<a href="#">Children's Fellowship Of India Inc</a>	PA	\$458,750	Executive Di	\$80,767	<b>\$74,427</b>	2024
<a href="#">International Alliance For Mercy Inc</a>	VA	\$459,996	Executive Director	\$59,662	<b>\$53,231</b>	2024
<a href="#">Christian Mission Aid Inc</a>	MI	\$460,825	Ceo/secretary	\$94,000	<b>\$89,655</b>	2024
<a href="#">The Christina Noble Foundation Of</a>	FL	\$443,477	Board Member	\$57,000	<b>\$49,481</b>	2024
<a href="#">Vision Of Community Fellowship Inc</a>	WA	\$465,179	President	\$72,000	<b>\$61,326</b>	2023
<a href="#">Kgsa Foundation</a>	CO	\$440,920	Executive Director	\$68,455	<b>\$62,447</b>	2023
<a href="#">Utah Friends Of Amar International</a>	UT	\$468,483	Executive Director And Treasurer	\$30,000	<b>\$28,372</b>	2024
<a href="#">White Hawk Foundation</a>	CO	\$439,145	Executive Di	\$6,000	<b>\$5,316</b>	2024
<a href="#">Lanna Foundation</a>	CA	\$471,922	Director	\$31,534	<b>\$24,513</b>	2025
<a href="#">Living Hope International</a>	MI	\$435,851	Child Welfare & Education	\$144,000	<b>\$141,401</b>	2023
<a href="#">People Of Peru Project</a>	WA	\$472,758	Chairman	\$67,143	<b>\$55,549</b>	2024
<a href="#">Carha Inc</a>	FL	\$435,040	Director	\$30,000	<b>\$26,042</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Every Nation Education Inc</a>	NC	\$473,249	Ceo	\$12,360	<b>\$11,801</b>	2024
<a href="#">Addis Jemari Inc</a>	NC	\$434,018	Executive Di	\$35,769	<b>\$35,161</b>	2023
<a href="#">Community Empowerment Nfp</a>	IL	\$433,601	Executive Director (Thru 5/3/2024)	\$51,360	<b>\$46,658</b>	2024
<a href="#">Gate Of Hope Ministries Intl Inc</a>	KY	\$433,251	Director	\$57,910	<b>\$57,492</b>	2024
<a href="#">Daybreak Development Corporation</a>	GA	\$474,885	President	\$21,900	<b>\$20,949</b>	2023
<a href="#">Walk In The Light International</a>	WA	\$475,048	Executive Director	\$36,000	<b>\$29,783</b>	2024
<a href="#">Hosean International Ministries Inc</a>	AR	\$475,134	President	\$48,000	<b>\$51,329</b>	2023
<a href="#">The Chain Collaborative Inc</a>	PA	\$475,641	Executive Dir.	\$36,400	<b>\$34,533</b>	2023
<a href="#">Maranatha Childrens Ministries Inc</a>	ID	\$431,429	President	\$45,200	<b>\$44,431</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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** 249 organizations. Compensation range \$1,048–\$179,595; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$454,047); for reference, expenses \$419,313 and assets \$217,973.

ROLE MATCH	Shelton Wicks, reported title " <i>Vice President of Operations</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	4 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	51 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	47 <sup>th</sup>
Reportable pay only (column D), adjusted	53 <sup>rd</sup>
All sources (D + E + F), adjusted	49 <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 (Shelton Wicks) 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 249 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,800 is reasonable (approximately the 51<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.