

Thinking Huts

Executive Director / CEO

EIN 474029635

FL · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Margaret Maggie C Grout, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

Benchmarked executive: Margaret Maggie C Grout — reported title “CEO Founder”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P20).

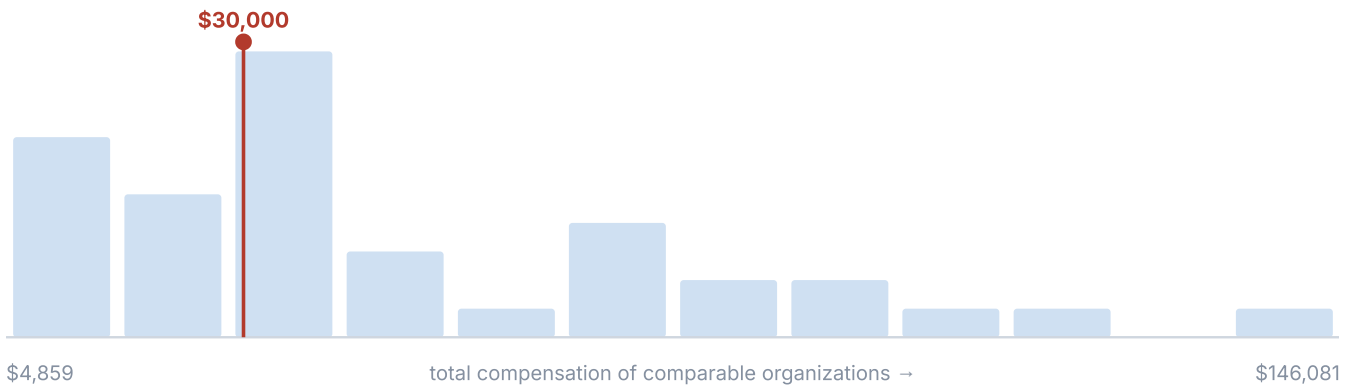
BUDGET Total revenue between \$141,233 and \$316,194 — 0.67x to 1.50x the subject's \$210,796 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + FL + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography

→ **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,943	\$24,709	\$35,000	\$66,583	\$91,063	\$30,000
---------	----------	----------	----------	----------	----------



■ 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 FL 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
Greater Tallahassee Chamber Foundation	FL	\$213,537	President/ceo	\$18,150	\$18,150	2024
Drug-free Desoto Coalition Inc	FL	\$217,742	Executive Di	\$65,626	\$63,934	2025
Innovative Charities Of Northwest Florida Inc	FL	\$218,713	President Director	\$12,000	\$12,000	2024
Family Literacy Academy At	FL	\$220,623	Executive Di	\$49,115	\$47,849	2025
Yraida Guanipa Institute Inc	FL	\$197,169	President	\$13,140	\$13,140	2024
Running 4 Heroes Inc	FL	\$224,590	President	\$10,525	\$10,525	2024
Cde Community Outreach Inc	FL	\$196,631	Manager	\$9,070	\$9,070	2024
Pan American Medical Association Of Central Florida Inc	FL	\$225,020	Executive Director	\$24,000	\$24,709	2023
Tampa Port Ministries Inc	FL	\$225,821	Executive Director	\$80,000	\$80,000	2024
Immerse The Nations Inc	FL	\$226,005	President	\$31,305	\$32,230	2023
Out Of Zion Inc	FL	\$195,302	Director Of Operations	\$20,710	\$21,322	2023
Earthen Vessels Womens Recovery Inc	FL	\$227,595	President	\$5,696	\$5,696	2024
The Way Counseling Network Inc	FL	\$192,470	President	\$27,500	\$28,312	2023
Come Over Ministry Inc	FL	\$240,314	President	\$6,100	\$6,100	2024
Hamilton County Alcohol & Other Drug Prevention Coalition Inc	FL	\$178,572	Executive Director	\$73,663	\$71,764	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arlington Community Services Inc	FL	\$243,130	Executive Director	\$29,416	\$29,416	2024
Policy Works Inc	FL	\$164,687	President	\$29,771	\$30,650	2023
Gchfa Inc	FL	\$260,397	President & Tr.	\$48,000	\$48,000	2024
Bless An Orphan	FL	\$266,367	President	\$28,269	\$29,104	2023
The Place Of Hope At	FL	\$266,473	Ceo	\$40,435	\$40,435	2024
Military Spouse Jobs	FL	\$267,982	Director	\$37,600	\$37,600	2024
Caring Children Clothing Children Inc	FL	\$268,926	Executive Director	\$68,667	\$68,667	2024
Ggi Foundation Inc	FL	\$271,195	President And Ceo	\$122,461	\$122,461	2024
Us Institute Against	FL	\$150,378	President	\$141,890	\$146,081	2023
Kingdom Gospel Mission	FL	\$271,836	President	\$90,000	\$90,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	37 organizations. Compensation range \$4,859–\$146,081; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$210,796); for reference, expenses \$258,088 and assets \$94,043.
ROLE MATCH	Margaret Maggie C Grout, reported title " <i>CEO Founder</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	43 rd
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	41 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 (Margaret Maggie C Grout) 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 37 similarly situated organizations (Same NTEE sector (P20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 43rd 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.