

Lewis County United Methodist Ministries

Executive Director / CEO

EIN 550649967
 WV · NTEE P70Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Shonda D Hicks, Executive Director / CEO** (\$25,200) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

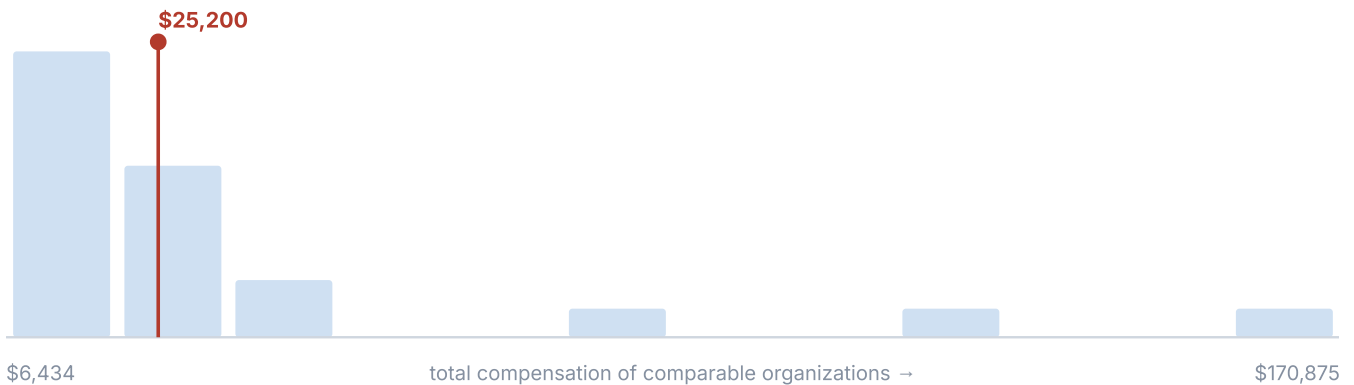
Benchmarked executive: Shonda D Hicks — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P70Z).
BUDGET	Total revenue between \$65,231 and \$146,041 — 0.67x to 1.50x the subject's \$97,361 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P70), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,701	\$16,767	\$20,798	\$33,613	\$76,373	\$25,200
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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 WV 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
Autumn Place Inc	MD	\$99,591	President	\$20,272	\$17,504	2023
Quaker Heights Foundation Inc	OH	\$93,192	Chief Executive Officer	\$78,074	\$76,373	2023
Rio Grande Children's Home Foundation	TX	\$92,357	President & Ceo, Board Chair	\$190,419	\$170,875	2024
Blue Water Residential Nonprofit	MI	\$87,761	Executive Director	\$8,971	\$8,307	2024
Pathfinder Homes Inc	AR	\$111,008	Executive Director	\$21,642	\$22,468	2023
Aase Haugen Foundation Inc	IA	\$113,108	Executive Di	\$20,566	\$20,798	2023
James River Apartments	VA	\$115,728	Executive Director	\$15,818	\$13,701	2024
Community Living Corporation	MA	\$117,622	Ceo	\$23,870	\$18,747	2025
Brotherhood Academy Corporation	TX	\$117,801	Executive Director	\$133,208	\$119,536	2024
Guardian Angel Service	MI	\$118,639	President	\$36,301	\$33,613	2024
Federation Of Organizations Housing	NY	\$75,155	Cfo	\$49,604	\$41,398	2023
Psch 78th Street Ozone Park Housing	NY	\$119,770	Ceo	\$20,684	\$16,767	2024
Harborside Apartments Inc	NJ	\$74,918	President	\$20,324	\$16,759	2023
Living Stones Village Usa Limited	CA	\$74,345	President	\$40,000	\$31,901	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
29th Judicial Casa Program	VA	\$122,260	Executive Di	\$43,576	\$37,745	2024
Discovering Horizons	CA	\$122,636	President & Ceo Of New Horizons	\$8,068	\$6,434	2023
Ltr Housing Corporation	NY	\$125,017	President & Coo	\$23,348	\$19,486	2023
Jng Inc	NY	\$68,380	Chief Executive Officer	\$24,419	\$19,794	2024
East Bay Housing Options Inc	RI	\$128,443	Executive Director	\$16,653	\$14,748	2023
Fswp-gl lv Inc	PA	\$134,190	Ceo	\$28,093	\$25,874	2023
Abilities At Briar Cliff Inc	FL	\$139,428	President/ceo	\$38,173	\$33,120	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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	21 organizations. Compensation range \$6,434–\$170,875; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$97,361); for reference, expenses \$96,965 and assets \$680,316.
ROLE MATCH	Shonda D Hicks, reported title " <i>DIRECTOR</i> ", 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	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	57 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	0 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 (Shonda D Hicks) 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 21 similarly situated organizations (Same NTEE sector (P70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,200 is reasonable (approximately the 57th 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.