

Family Health Ministries Inc

Executive Director / CEO

EIN 562206165

NC · NTEE B20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kathy Walmer, Executive Director / CEO** (\$72,000) against **every comparable organization** that fit the selection criteria — **276** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

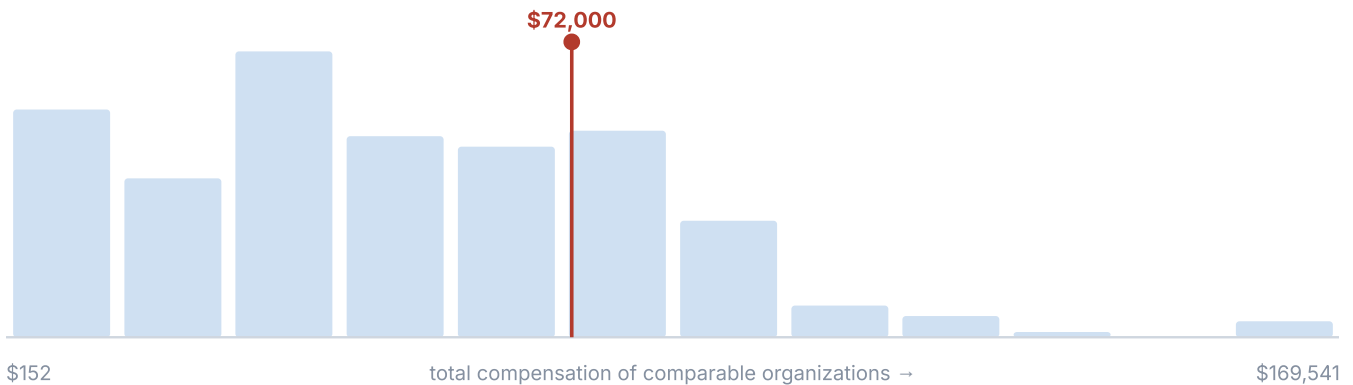
Benchmarked executive: Kathy Walmer — reported title “FORMER EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$302,679 and \$677,640 — 0.67x to 1.50x the subject's \$451,760 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

276 organizations qualified on sector, size, and geography → **276** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,607	\$27,144	\$47,554	\$71,761	\$88,074	\$72,000
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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 NC 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
Cambridge School Volunteers Inc	MA	\$450,938	Executive Director	\$96,934	\$82,129	2025
Springfield Christian School	WA	\$450,316	Chairman	\$44,467	\$38,530	2024
Anthem Classical Academy	AR	\$453,466	Head Of School	\$33,588	\$37,618	2023
Banner Of Faith Ministries Inc	TX	\$453,467	President	\$24,000	\$23,235	2024
Gainesville Preparatory School Inc	GA	\$449,991	Vice Preside	\$41,913	\$41,991	2023
Cornerstone Christian Schools Inc	ID	\$454,132	President	\$34,708	\$35,733	2024
Foundation For Pottstown Education	PA	\$454,654	Executive Di	\$101,439	\$95,378	2025
Yucca Blossom Montessori	TX	\$448,028	President	\$31,154	\$31,051	2023
Star Christian School	CA	\$456,867	President	\$30,700	\$26,414	2023
Spirit At Play Inc	MT	\$446,640	Executive Dir.	\$56,569	\$59,015	2024
Cuyahoga Valley Christian Academy	OH	\$457,299	Admin Repres	\$11,127	\$11,743	2023
Excellence In Education	CA	\$445,380	Executive Dir.	\$81,999	\$68,527	2024
Touchstones Discussion Project Inc	MD	\$444,972	Executive Di	\$95,306	\$88,781	2023
East Providence Education Association	RI	\$444,361	President	\$9,696	\$8,766	2025
Axiom Christian Classical School	NM	\$444,326	President, Dean Of Athletics & Activities	\$25,000	\$26,791	2023
Foothills Christian School	WA	\$444,133	Member	\$8,000	\$6,932	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pure In Heart Christian Academy &	FL	\$461,442	President	\$27,200	\$24,730	2024
Pentathlon Institute Inc	IN	\$462,122	National Director	\$96,499	\$98,488	2024
Chess And Strategy Game Association	MN	\$462,253	Associate Di	\$90,623	\$89,223	2023
Prew Academy Of Sarasota Inc	FL	\$462,414	Dir/principal	\$102,170	\$95,635	2023
Sea-king District Of The Washington Interscholastic Activities Assn	WA	\$462,852	Sea-king District Director	\$44,325	\$37,416	2025
French-american School Of Norfolk	VA	\$463,262	Director	\$62,447	\$58,354	2024
Trinity Simone Christian Preparatory Academy Inc	FL	\$464,072	President	\$42,000	\$38,186	2024
The Education Foundation Of Indian River	FL	\$438,310	Executive Director	\$81,462	\$76,251	2023
Chesterton Academy Of Rochester	NY	\$438,015	Board Member	\$39,183	\$34,267	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 276 organizations. Compensation range \$152–\$169,541; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$451,760); for reference, expenses \$418,117 and assets \$1,449,738.

ROLE MATCH	Kathy Walmer, reported title " <i>FORMER EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 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	75 th
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	72 nd

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 (Kathy Walmer) 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 276 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,000 is reasonable (approximately the 75th 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.