

Widows Harvest Ministries Inc

Executive Director / CEO

EIN 621531846

TN · NTEE L81Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Andy Mendonsa, Executive Director / CEO** (\$74,681) against **every comparable organization** that fit the selection criteria — **1066** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

Benchmarked executive: Andy Mendonsa — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L81Z).
BUDGET	Total revenue between \$172,399 and \$385,969 — 0.67x to 1.50x the subject's \$257,313 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

1,066 organizations qualified on sector, size, and geography → **1,066** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,811	\$19,002	\$35,952	\$58,943	\$77,237	\$74,681
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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
Edith Street Apartments Inc	CA	\$257,405	Former Exec Dir	\$15,870	\$13,037	2023
Shelby County Senior Citizens Corp	TX	\$257,195	Secretary/tr	\$32,160	\$29,727	2024
Collective Chicago	IL	\$257,496	President	\$65,769	\$59,748	2024
Lake County Habitat For Humanity	MI	\$257,071	Executive Director	\$21,339	\$20,353	2024
Affordable Housing Paso Robles	CA	\$257,029	President	\$40,325	\$32,176	2024
Willow Tree Apartments Inc	IN	\$257,012	President	\$19,370	\$19,433	2023
West Oak Lane Community Development Corp	PA	\$257,628	Director	\$53,737	\$50,981	2023
Hudson Senior Housing Inc	MN	\$256,839	President/tr	\$68,006	\$60,493	2025
Cedar Crest Foundation	WI	\$256,369	President/ceo	\$42,325	\$40,846	2024
Greater Westfield Mass Committee For The Homeless Inc	MA	\$256,368	Executive Director	\$65,730	\$56,192	2023
Asi Redruth Inc	MN	\$256,149	President/tr	\$65,715	\$61,775	2023
The Crossings Of Amelia Inc	OH	\$258,565	Chief Executive Officer	\$8,517	\$8,336	2024
Housing Alternatives Inc	CA	\$258,573	President & Ceo	\$138,000	\$110,114	2024
Bethel Foundation	OK	\$256,049	Executive Di	\$33,986	\$34,581	2024
Ucc Xvii Inc	OH	\$258,578	Treasurer	\$50,772	\$49,691	2024
Hope House Of Mcalester Inc	OK	\$256,012	Executive Dir.	\$32,337	\$33,875	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Casa Esperanza Housing Development Fund	NY	\$255,864	President/ceo	\$50,896	\$43,754	2023
Veterans Accession House	CA	\$255,798	Adm.assistant	\$40,092	\$31,991	2024
Neighborhood Housing Renewal Corp li	CA	\$259,011	Secretary, Treasurer	\$26,376	\$21,668	2023
West Central Missouri Oaktree Villa	MO	\$259,046	Chief Executive Officer	\$24,797	\$23,644	2025
Garden Terrace Commons Senior Housing	MN	\$255,476	Executive Vice President	\$18,918	\$17,784	2023
Titus Foundation Ministry	AZ	\$255,353	President	\$84,548	\$75,136	2024
Mental Health Care Affordable	FL	\$255,330	Ceo	\$38,786	\$34,664	2023
Framingham Housing Development	MA	\$255,305	Eecutive Director	\$33,846	\$28,105	2024
Serv Center Housing Corporation	NJ	\$255,242	President	\$58,960	\$48,644	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.

Sample, role match & sensitivity

PEER COUNT	1066 organizations. Compensation range \$141–\$442,635; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$257,313); for reference, expenses \$285,817 and assets \$181,515.
ROLE MATCH	Andy Mendonsa, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 653 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 41 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	88 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	32 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 (Andy Mendonsa) 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 1066 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,681 is reasonable (approximately the 88th 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.