

Grace Ministries Inc

Executive Director / CEO

EIN 631174451

AL · NTEE P46

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dr Jane N Geiger, Executive Director / CEO** (\$11,863) against **every comparable organization** that fit the selection criteria — **612** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Dr Jane N Geiger — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

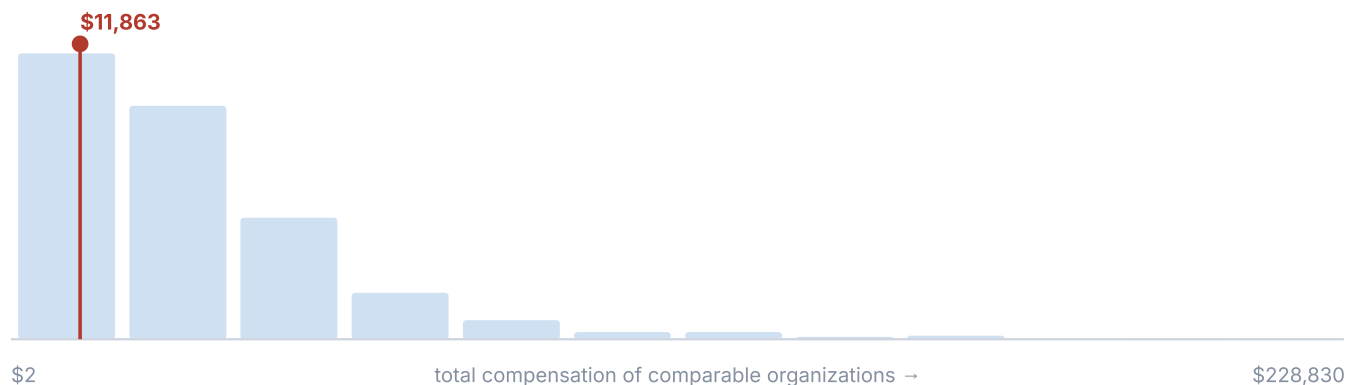
SECTOR Organizations sharing the subject's NTEE classification (P46).

BUDGET Total revenue between \$62,639 and \$140,238 — 0.67x to 1.50x the subject's \$93,492 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

612 organizations qualified on sector, size, and geography → **612** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,100	\$12,773	\$25,046	\$41,867	\$60,325	\$11,863
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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 AL 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
New Mexico Child First Network Inc	NM	\$93,491	Executive Di	\$19,500	\$19,414	2023
Project Life Positeen	SC	\$93,444	Director	\$25,950	\$25,059	2023
Pottsville Firemans Relief Trust	PA	\$93,437	Treasurer	\$1,500	\$1,345	2024
Transforming Power Fund	MI	\$93,303	Executive Director	\$56,538	\$52,468	2024
Excalibur Leisure Skills Center	NY	\$93,705	President	\$42,500	\$34,529	2024
Joyful Noise Inc	WV	\$93,723	Executive Director	\$35,877	\$34,025	2025
Quaker Heights Foundation Inc	OH	\$93,192	Chief Executive Officer	\$78,074	\$76,543	2023
Forever Families Adoption Services Inc	VA	\$93,110	President/executive Director	\$34,001	\$30,388	2023
White Horse Outreach Foundation	OK	\$92,991	Board Member	\$39,129	\$39,882	2023
Independent Living Horizons Seven Inc	GA	\$94,031	President/ceo	\$21,151	\$19,686	2023
Vine Village Inc	CA	\$94,254	President/exec.director	\$107,080	\$83,133	2024
Halsey Center	OR	\$94,257	Executive Director (Through 06/2024)	\$6,286	\$5,249	2024
Above The Call Ministries Inc	MD	\$94,389	President	\$24,000	\$20,769	2023
Neurostrong Wellness And Fitness	TX	\$94,461	President	\$21,184	\$19,052	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Heavy Hands Heavy Hearts Foundation	CO	\$92,464	Board Member	\$75,000	\$66,568	2023
Rio Grande Children's Home Foundation	TX	\$92,357	President & Ceo, Board Chair	\$190,419	\$171,256	2024
Lnc Foundation	CA	\$94,744	Ceo	\$9,600	\$7,453	2024
The Arc Of Bartholomew County	IN	\$94,913	Executive Director	\$32,596	\$31,818	2023
Operation Homeless Inc	NC	\$92,014	President	\$6,500	\$6,217	2023
North End Senior Solutions	OR	\$94,975	Lubeck	\$13,060	\$11,226	2023
Men Of Nehemiah Families Inc	TX	\$95,000	Director	\$55,165	\$49,613	2024
Sergent's Way Inc	MD	\$91,889	Ceo	\$7,826	\$6,578	2024
Northern Life Care Center Inc	MN	\$91,837	Executive Di	\$16,360	\$14,534	2024
At The Well Conferences Inc	NJ	\$95,406	Executive Director	\$23,000	\$19,008	2023
Manda Strong Foundation Inc	TX	\$95,458	Executive Director	\$15,000	\$13,889	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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	612 organizations. Compensation range \$2–\$228,830; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$93,492); for reference, expenses \$92,054 and assets \$2,900.
ROLE MATCH	Dr Jane N Geiger, reported title "President", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	188 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	26 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	23 rd
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	16 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 (Dr Jane N Geiger) 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 612 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,863 is reasonable (approximately the 23rd 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.