

# Heart For The World Ministries

Executive Director / CEO

EIN 742928029

TX · NTEE X20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Dale Walker, Executive Director / CEO** (\$55,575) against **every comparable organization** that fit the selection criteria — **125** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Dale Walker — reported title “Pres. / Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

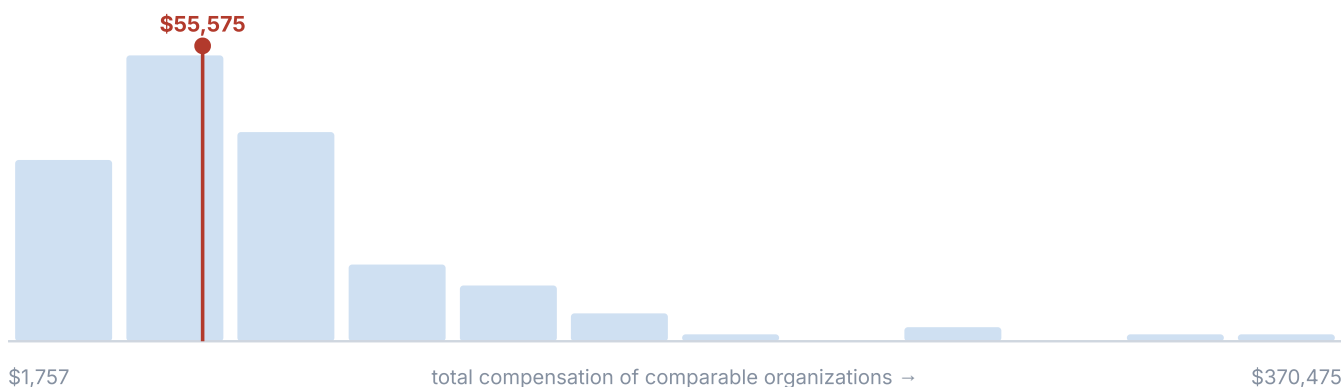
**SECTOR** Organizations sharing the subject's NTEE classification (X20).

**BUDGET** Total revenue between \$282,382 and \$632,200 — 0.67x to 1.50x the subject's \$421,467 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

**125** organizations qualified on sector, size, and geography → **125** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,010	\$35,611	\$62,017	\$90,234	\$137,786	\$55,575
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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 TX 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
<a href="#">Charis Streams Missions</a>	TX	\$424,118	President/di	\$12,000	<b>\$11,656</b>	2024
<a href="#">Harvest Family Life Ministries</a>	TX	\$415,540	Ceo	\$125,000	<b>\$125,000</b>	2023
<a href="#">Relationships For Christ Ministries</a>	TX	\$427,905	President	\$45,400	<b>\$45,400</b>	2023
<a href="#">Crossway International Inc</a>	TX	\$429,360	Ceo	\$129,639	<b>\$125,920</b>	2024
<a href="#">Ruachway</a>	TX	\$431,044	Secretary, Director, Priest-in-charge	\$42,000	<b>\$42,000</b>	2023
<a href="#">Ucb International Ministries</a>	TX	\$408,930	Director	\$45,757	<b>\$44,444</b>	2024
<a href="#">Care Drops International</a>	TX	\$434,631	President	\$63,000	<b>\$61,193</b>	2024
<a href="#">New Creation Training Center Inc</a>	TX	\$405,837	President	\$63,245	<b>\$61,431</b>	2024
<a href="#">Christ Healing Center Ministries</a>	TX	\$404,552	Executive Director	\$39,583	<b>\$38,447</b>	2024
<a href="#">For Her</a>	TX	\$400,509	Ceo	\$83,634	<b>\$81,235</b>	2024
<a href="#">Levanta Ministries</a>	TX	\$442,759	President	\$36,000	<b>\$34,967</b>	2024
<a href="#">Andres Bisonni Ministries Inc</a>	TX	\$398,081	President	\$80,400	<b>\$78,093</b>	2024
<a href="#">Goby International Ministries</a>	TX	\$446,958	President	\$14,400	<b>\$14,400</b>	2023
<a href="#">Rig Global Dfw</a>	TX	\$447,021	Director	\$6,099	<b>\$5,924</b>	2024
<a href="#">Kidstand Ministries Inc</a>	TX	\$394,160	President	\$47,035	<b>\$47,035</b>	2023
<a href="#">Legacy Outfitters</a>	TX	\$392,917	President	\$68,000	<b>\$68,000</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Fundacristo Missions International</a>	TX	\$450,133	President	\$27,700	<b>\$27,700</b>	2023
<a href="#">Kingdom Come Ministries Inc</a>	TX	\$392,507	Co-executive Director	\$68,360	<b>\$66,399</b>	2024
<a href="#">Grow Gospel Initiatives</a>	TX	\$390,281	President And Missionary	\$36,540	<b>\$35,492</b>	2024
<a href="#">Servant House Education Ministries And</a>	TX	\$389,411	President	\$11,372	<b>\$11,046</b>	2024
<a href="#">Bible Outreach Ministries</a>	TX	\$453,907	President	\$13,000	<b>\$13,000</b>	2023
<a href="#">Reconciliation Ministries International Inc</a>	TX	\$457,182	President	\$67,500	<b>\$65,563</b>	2024
<a href="#">Pearl Haven Ministries Inc</a>	TX	\$383,369	President	\$31,600	<b>\$30,693</b>	2024
<a href="#">Christ Is Life Ministries</a>	TX	\$461,398	Founder	\$64,302	<b>\$62,457</b>	2024
<a href="#">Emerging Grace Ministries Inc</a>	TX	\$380,424	Founder And Executive Directo	\$25,179	<b>\$25,179</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	125 organizations. Compensation range \$1,757–\$370,475; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$421,467); for reference, expenses \$281,176 and assets \$418,646.
ROLE MATCH	Dale Walker, reported title <i>"Pres. / Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	49 <sup>th</sup>
All sources (D + E + F), adjusted	44 <sup>th</sup>

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 (Dale Walker) 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 125 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,575 is reasonable (approximately the 46<sup>th</sup> 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.