

African Outreach Ministries

Executive Director / CEO

EIN 760367113

IL · NTEE Q330

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Janelle Avery, Executive Director / CEO** (\$22,680) against **every comparable organization** that fit the selection criteria — **129** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

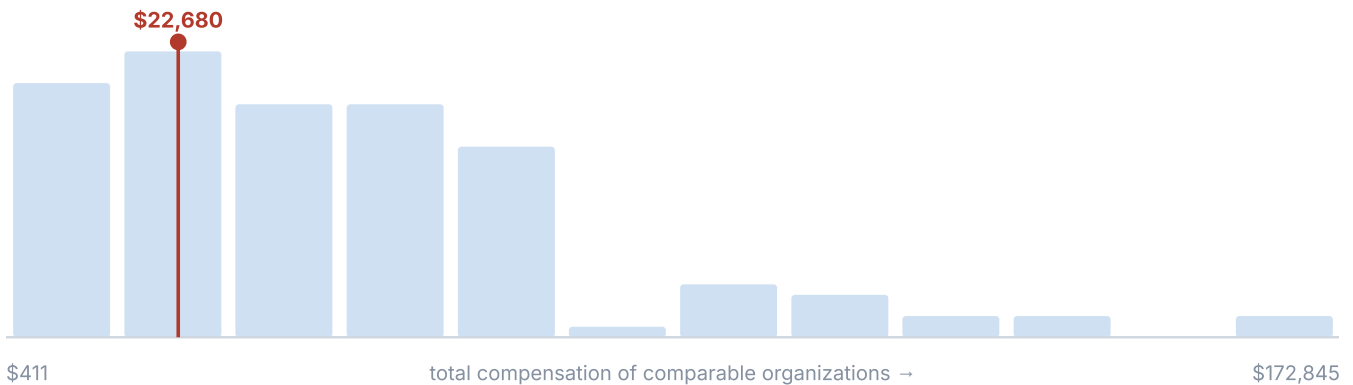
Benchmarked executive: Janelle Avery — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q330).
BUDGET	Total revenue between \$120,612 and \$270,028 — 0.67x to 1.50x the subject's \$180,019 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

129 organizations qualified on sector, size, and geography → **129** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,769	\$20,974	\$38,358	\$59,027	\$89,995	\$22,680
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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 IL 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
Head First Development	UT	\$179,547	Exec. Vp, Op	\$86,278	\$92,473	2023
Aidak	MD	\$181,092	Board Member	\$2,678	\$2,547	2024
Love Never Fails International Inc	NJ	\$181,672	Founder & Executive Director	\$44,615	\$41,715	2023
Friends Of Sharing The Dream In Guatemala	SD	\$177,689	Executive Director	\$43,100	\$48,384	2024
Breaking The Chain	NJ	\$184,311	President & Ceo	\$29,621	\$27,696	2023
Compassion Connection	CA	\$185,155	Ceo/president	\$79,500	\$69,827	2024
Womens And Children's Advocacy Cent	OR	\$185,789	Executive Di	\$52,699	\$48,497	2025
Canopy International Inc	TX	\$186,073	President And Director	\$121,764	\$123,894	2024
Raising Hope Inc	PA	\$171,014	President	\$21,140	\$21,444	2024
Haiti H2o	PA	\$189,785	Executive Director	\$25,000	\$25,359	2024
Romanian Children's Relief Inc	FL	\$191,256	Executive Director	\$24,800	\$23,698	2024
Ten Thousand Villages- richmond Va Inc	VA	\$191,403	Exec Dir Store Mgr	\$53,000	\$52,053	2024
Engineers Without Borders- International	CO	\$192,242	Executive Director	\$60,000	\$60,249	2023
To Cry For Grace Inc	TN	\$193,465	President	\$4,800	\$5,284	2023
Partners For Cancer Care And	MD	\$166,465	Executive Director	\$61,500	\$60,212	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Haiti Medical Mission Of Wisconsin Inc	WI	\$194,257	Executive Director	\$49,453	\$54,086	2023
Heart Of Christ-corazon De Cristo Inc	AL	\$165,779	President	\$11,300	\$12,417	2024
Christian Dominican Medical Mission	TX	\$165,638	Intern Director	\$5,616	\$5,714	2024
Rural Gospel & Medical Missions Of	KS	\$195,082	President	\$54,800	\$60,219	2024
Go Inc	OR	\$195,842	Director Of Operations	\$23,367	\$22,073	2024
Faith Revealed	ND	\$196,152	Director	\$30,000	\$33,488	2024
Vamos Adelante Foundation	IL	\$196,271	President	\$97,494	\$97,494	2024
Children Up	IL	\$163,314	Executive Director	\$46,388	\$45,192	2025
The Small-scale Sustainable Infra-	MA	\$163,039	Treasurer	\$24,750	\$23,291	2023
Barnabas Ministries Inc	PA	\$162,050	Executive Di	\$36,000	\$36,517	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **129** organizations. Compensation range \$411–\$172,845; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$180,019); for reference, expenses \$178,944 and assets \$38,366.

ROLE MATCH	Janelle Avery, 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	1 peer 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	29 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	29 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 (Janelle Avery) 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 129 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,680 is reasonable (approximately the 29th 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.