

From The Ground Up Ministries Inc

Executive Director / CEO

EIN 813766503
 FL · NTEE X20
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Dawn Hamm, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

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

How comparable organizations were selected

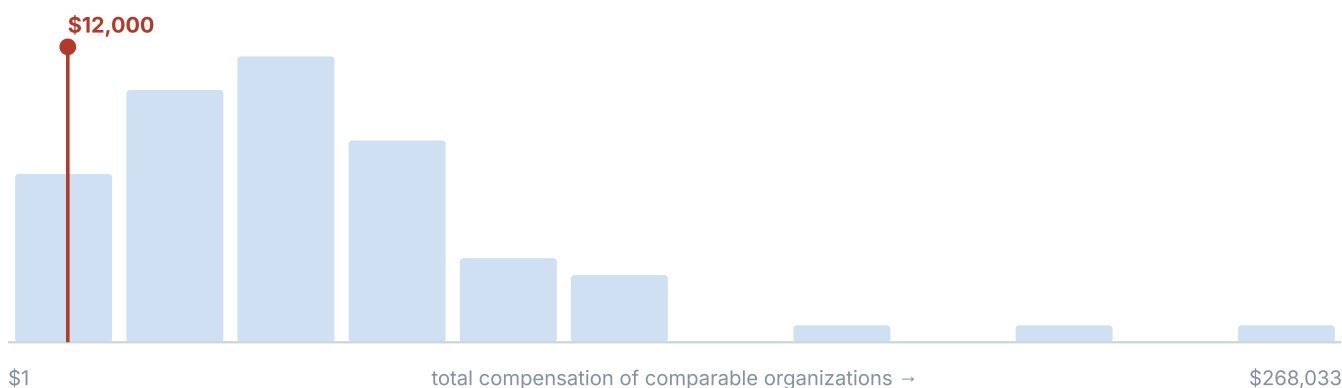
SECTOR Organizations sharing the subject's NTEE classification (X20).

BUDGET Total revenue between \$247,402 and \$553,885 — 0.67x to 1.50x the subject's \$369,257 (the band tightens as size grows).

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

66 organizations qualified on sector, size, and geography → **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,379	\$33,814	\$54,662	\$77,660	\$110,137	\$12,000
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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 FL 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
Foundations Of Freedom Inc	FL	\$369,000	President	\$52,000	\$50,508	2024
El Taller Del Maestro Inc	FL	\$374,061	President	\$28,766	\$28,766	2023
United Nations For Israel Inc	FL	\$363,888	President	\$68,900	\$66,923	2024
One Name Ministry Inc	FL	\$374,984	Vp	\$45,500	\$45,500	2023
Christ Is The Answer Ministries Inc	FL	\$361,100	President	\$83,016	\$80,634	2024
Tree Of Life Foundation And	FL	\$378,840	President	\$79,000	\$76,734	2024
Mission International Iglesia Jesucristo	FL	\$380,925	Director	\$73,680	\$73,680	2023
Assembleia De Deus Luz Do Mundo Inc	FL	\$383,143	President	\$1	\$1	2022
Destiny Align Ministries Inc	FL	\$353,009	Executive Di	\$67,115	\$67,115	2023
Forge Men Inc	FL	\$350,952	Creative Director	\$95,450	\$92,712	2024
Iconicity Inc	FL	\$350,745	President/treasurer	\$174,281	\$169,281	2024
Bethel Family Enrichment Center	FL	\$350,000	Project Coordinator	\$40,000	\$38,852	2024
Assembly Of God Pentecostal Fire	FL	\$348,937	President	\$24,000	\$23,311	2024
Jesus At The Door Inc	FL	\$391,778	President	\$38,400	\$37,298	2024
Hogue Ministries Inc	FL	\$392,368	President	\$20,271	\$20,271	2023
Wings Of Eagles International Inc	FL	\$342,635	Vice Preside	\$45,500	\$44,195	2024
Ellel Ministries (Usa) Inc	FL	\$395,967	President	\$69,565	\$69,565	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lx Ministries Inc	FL	\$342,190	President/director	\$121,748	\$118,255	2024
One Way Out Ministries Inc	FL	\$329,694	President	\$45,643	\$47,514	2022
Agencia Nexus Internacional Inc	FL	\$329,621	Executive Director	\$12,200	\$12,200	2023
Gods Share Program Inc	FL	\$328,131	President	\$39,520	\$38,386	2024
Sarasota Hope House Inc	FL	\$415,920	President	\$48,150	\$46,769	2024
American Educational Development Incorporated	FL	\$321,216	Executive Director	\$96,975	\$94,193	2024
Live Your Mission Incorporated	FL	\$320,800	President	\$57,011	\$55,375	2024
Unity In The Family Ministry Inc	FL	\$418,165	Executive Director	\$79,813	\$77,523	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 66 organizations. Compensation range \$1–\$268,033; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$369,257); for reference, expenses \$386,620 and assets \$193,688.

ROLE MATCH Dawn Hamm, reported title *"VP Director"*, 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.**

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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	6 th
All sources (D + E + F), adjusted	6 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 (Dawn Hamm) 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 66 similarly situated organizations (Same NTEE sector (X20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 6th 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.