

Kingsmen Baseball Inc

Executive Director / CEO

EIN 813940566

SC · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joe Hudak, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

Benchmarked executive: Joe Hudak — 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 (X20).

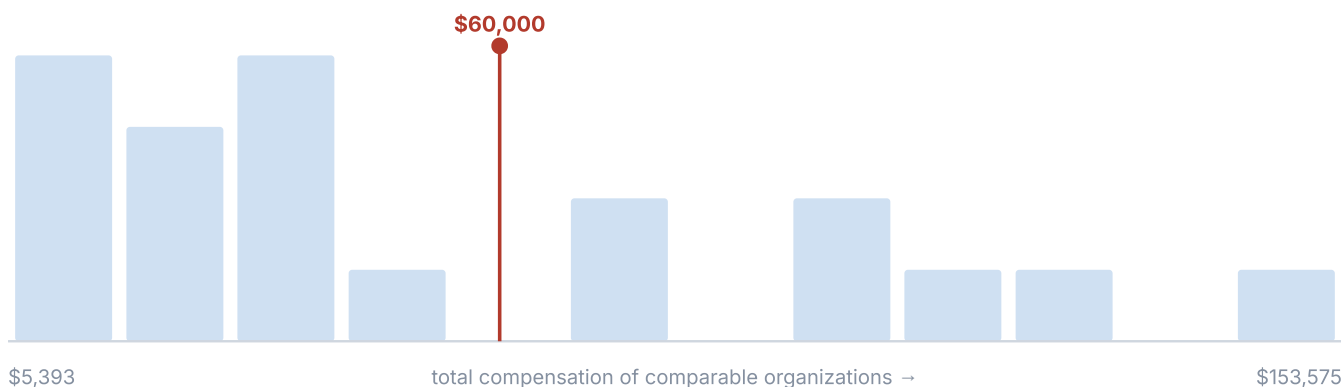
BUDGET Total revenue between \$192,990 and \$432,069 — 0.67x to 1.50x the subject's \$288,046 (the band tightens as size grows).

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

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,665	\$22,006	\$37,892	\$84,992	\$116,469	\$60,000
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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 SC 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
2 Becoming 1 Global Inc	SC	\$291,373	Dirctor, President	\$24,000	\$23,311	2024
Re-launch Ministries Inc	SC	\$279,783	President	\$94,700	\$91,983	2024
Hope Missions Of The Upstate	SC	\$297,633	Secretary	\$5,552	\$5,393	2024
Students In The Word Inc	SC	\$277,160	Executive Dir.	\$39,583	\$37,456	2025
Open Door Ministries Of Mt Pleasant Inc	SC	\$304,337	President	\$36,000	\$34,967	2024
Barnabas Network Inc	SC	\$236,229	Founder	\$78,000	\$78,000	2023
Brown Family Ministries Inc	SC	\$340,264	Board & Executive Director Of Bfm	\$48,993	\$48,993	2023
Partner 10 15 Ministries	SC	\$234,549	Vice President	\$8,058	\$7,827	2024
Nurmay Missions Inc	SC	\$231,056	President	\$7,225	\$7,018	2024
Shane Willard Ministries	SC	\$360,096	President	\$119,000	\$115,586	2024
Lifeline International Inc	SC	\$211,786	President	\$158,111	\$153,575	2024
Soar Columbia	SC	\$368,773	Executive Di	\$69,487	\$67,493	2024
Frazor Evangelistic Association	SC	\$207,276	President	\$36,400	\$37,892	2022
Simply Worship Inc	SC	\$206,064	President	\$41,650	\$41,650	2023
Family Life Center International Inc	SC	\$202,911	President	\$101,513	\$98,601	2024
Kairos Christian Academy	SC	\$373,956	Co-director	\$21,876	\$20,701	2025
Charleston Presbyterian Church	SC	\$195,514	Admininstrat	\$12,969	\$13,501	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ironman Outdoor Ministries Inc	SC	\$389,469	Executive Di	\$120,000	\$120,000	2023
David Mcdonald Ministries	SC	\$408,656	Director	\$24,000	\$23,311	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 19 organizations. Compensation range \$5,393–\$153,575; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$288,046); for reference, expenses \$271,529 and assets \$28,582.

ROLE MATCH Joe Hudak, reported title "*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.**

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	63rd
Total compensation (D + F), as reported (no adjustments)	63rd
Reportable pay only (column D), adjusted	74th
All sources (D + E + F), adjusted	63rd

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 (Joe Hudak) 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 19 similarly situated organizations (Same NTEE sector (X20) + SC + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 63rd 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.