

Heart Of Unlimited Boundaries

Executive Director / CEO

EIN 820890214
OH · NTEE P20
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Rockne Grimes Jr, Executive Director / CEO** (\$39,788) against **every comparable organization** that fit the selection criteria — **149** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

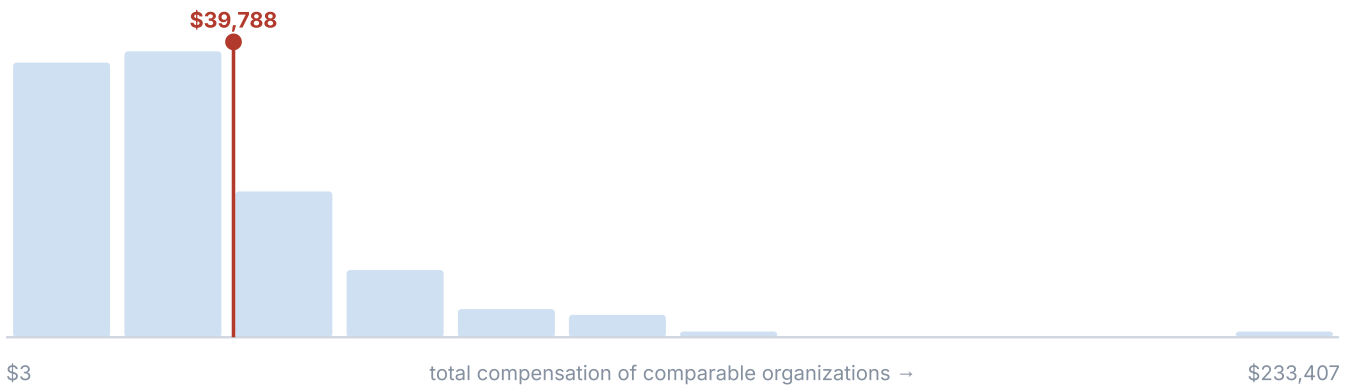
Benchmarked executive: Rockne Grimes Jr — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

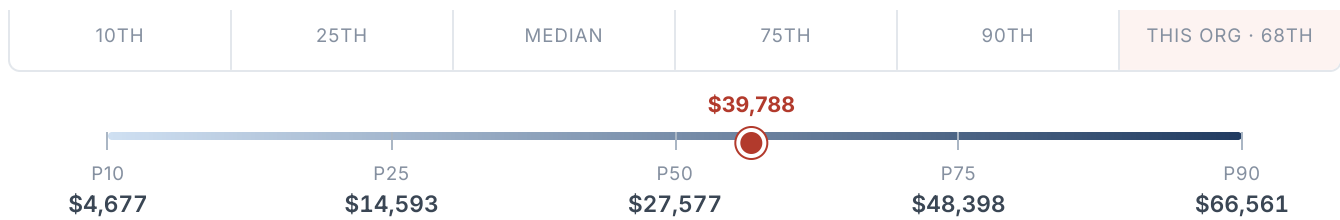
SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$56,662 and \$126,856 — 0.67x to 1.50x the subject's \$84,571 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

149 organizations qualified on sector, size, and geography → **149** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,677	\$14,593	\$27,577	\$48,398	\$66,561	\$39,788
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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 OH 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
Hwc Foundation Inc	OK	\$83,936	Ceo	\$18,950	\$19,136	2024
Breaking Ground Inc	IL	\$85,306	Executive Director	\$5,385	\$4,855	2024
Village Resources Incorporated	NJ	\$85,329	Executive Director/ceo	\$24,500	\$20,653	2023
Believe Community Services Inc	FL	\$85,360	Executive Director	\$325	\$288	2023
Metro Baptist Center Incorporated	IN	\$83,770	Executive Director/ceo	\$49,638	\$49,423	2023
Flickinger Learning Center	IA	\$85,672	Executive Director	\$54,942	\$53,746	2025
Victory Christian Ministries Of	FL	\$82,839	President	\$127,217	\$112,836	2023
Shields For Kids Inc	TX	\$82,833	Employee	\$15,403	\$14,130	2024
Skyway Housing Foundation Inc	FL	\$82,745	Executive Director	\$150,000	\$129,227	2024
Black Child Development Institute Colorado	CO	\$86,471	Affiliate President	\$31,582	\$28,592	2023
Assist - Flathead Valley	MT	\$86,611	System Ceo	\$37,517	\$38,182	2023
True Community Development Corporation	NY	\$86,648	Executive Director	\$33,150	\$28,282	2023
Winchester-frederick-clark Faith	VA	\$86,677	Executive Di	\$32,656	\$29,770	2023
Juan Diez Rancheros	IA	\$86,839	Pres/exec Dir	\$47,537	\$47,733	2024
Patch Our Planet Inc	FL	\$82,203	Executive Di	\$71,624	\$61,705	2024
Adams Quest	PA	\$81,977	Director	\$52,631	\$48,132	2024
Selflessservice Inc	PA	\$87,194	Executive Di	\$28,800	\$27,116	2023
Hope For Grieving Families	VA	\$88,080	Executive Director	\$47,917	\$42,429	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Latinos For Leadership Excellence	CA	\$81,059	Founder & Board Chair	\$99,013	\$80,723	2023
Honor Bound Foundation Inc	CT	\$88,313	President	\$74,983	\$64,474	2024
Manna Cafe Ci	VA	\$88,530	President	\$29,548	\$26,163	2024
Shelter Resources Inc	LA	\$80,584	Executive Director	\$98,572	\$99,539	2024
Waymakers Center	TN	\$80,299	President And Treasurer	\$22,500	\$22,330	2023
Doylestown Business And Community Alliance	PA	\$80,143	Office Manager	\$20,916	\$19,128	2024
Recovery Cafe Columbus	IN	\$79,639	Executive Director	\$12,003	\$11,951	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	149 organizations. Compensation range \$3–\$233,407; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$84,571); for reference, expenses \$93,076 and assets \$60,044.
ROLE MATCH	Rockne Grimes Jr, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 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	68 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	56 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 (Rockne Grimes Jr) 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 149 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,788 is reasonable (approximately the 68th 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.