

Angel's Charge Ministry

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Nannie Jefferies, Executive Director / CEO** (\$45,000) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

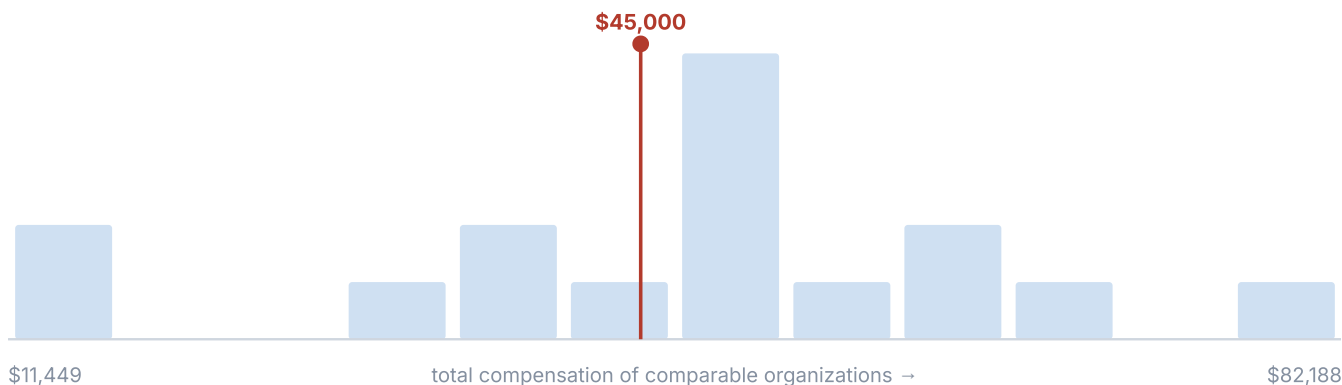
Benchmarked executive: Nannie Jefferies — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I31).
BUDGET	Total revenue between \$196,212 and \$439,282 — 0.67x to 1.50x the subject's \$292,855 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I31), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,381	\$39,852	\$50,268	\$58,173	\$65,659	\$45,000
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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
Grace House Inc	TX	\$306,287	Executive Director	\$85,715	\$82,188	2024
Wings Of God Transition Home Inc	MI	\$278,652	Executive Director	\$37,886	\$38,591	2023
Grace Campus	TX	\$308,541	Executive Director	\$62,750	\$60,168	2024
Right Road Ministries	TN	\$315,901	President	\$51,274	\$51,662	2024
Hananiah House	TN	\$260,823	Executive Director And Chair Of The Board	\$12,000	\$12,091	2024
Mary Alices House Incorporated	OH	\$258,643	Director	\$55,019	\$57,508	2023
Tomorrows Neighbors	PA	\$331,354	Executive And House Director	\$48,750	\$46,600	2024
Stepping Stones Safe Haven Inc	TN	\$334,629	Executive Dir.	\$62,988	\$63,465	2024
Renescence Inc	AL	\$239,449	Executive Director	\$10,739	\$11,449	2023
Our Brothers Keepers Of Southern Illinois	IL	\$239,041	Agency Director	\$53,000	\$48,658	2025
House Where Jesus Shines	TX	\$351,249	Director	\$42,000	\$40,272	2024
Haven Of Loveinc	TX	\$224,939	Principal Of	\$54,560	\$52,315	2024
Just A Clean House Inc	NC	\$362,882	Vice President	\$34,001	\$34,670	2023
Philemon House	IL	\$363,150	Executive Di	\$53,406	\$50,328	2024
Agape House Inc	AR	\$376,106	Executive Director	\$45,261	\$50,207	2023
Project Lift Behavioral Health	OH	\$395,972	Ceo	\$64,916	\$67,852	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 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 16 organizations. Compensation range \$11,449–\$82,188; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$292,855); for reference, expenses \$347,363 and assets \$442,850.

ROLE MATCH Nannie Jefferies, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 2 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	31 st
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	31 st

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 (Nannie Jefferies) 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 10, 2026, comparing compensation against 16 similarly situated organizations (Same NTEE sector (I31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,000 is reasonable (approximately the 31st 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 10, 2026.