

# Whispers Of Love Hope & Joy Inc

Executive Director / CEO

EIN 830728804

IA · NTEE P43

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Pastor Debra Rensink, Executive Director / CEO** (\$35,000) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

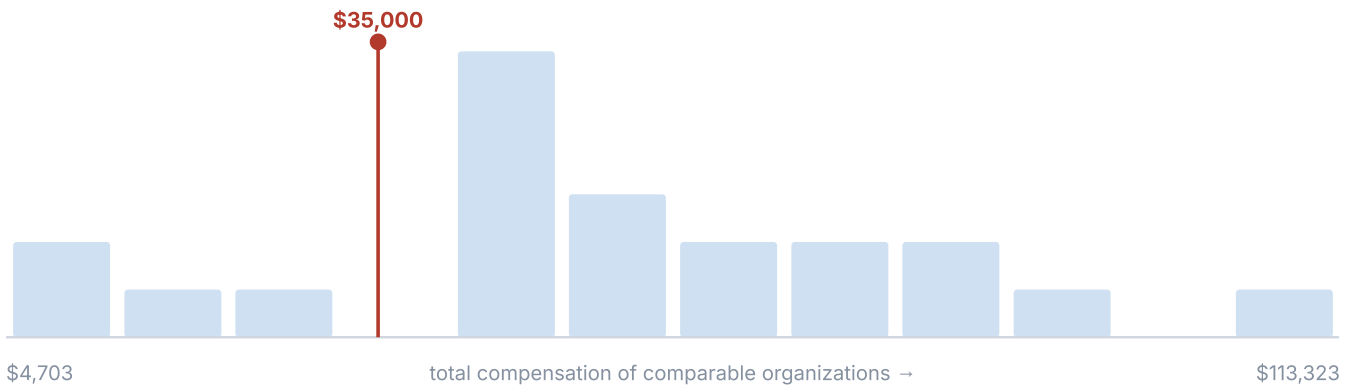
**Benchmarked executive:** Pastor Debra Rensink — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P43).
BUDGET	Total revenue between \$145,793 and \$326,403 — 0.67x to 1.50x the subject's \$217,602 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P43), nationwide + budget 0.67–1.5x revenue.

**21** organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,770	\$45,062	\$52,596	\$68,164	\$78,837	\$35,000
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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 IA 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
<a href="#">The Safe Alliance Facilities Holdings</a>	TX	\$220,880	Chief Executive Officer	\$9,108	<b>\$8,321</b>	2024
<a href="#">Goshen County Task Force On Family</a>	WY	\$221,894	Administrato	\$54,338	<b>\$53,141</b>	2024
<a href="#">Stone County Abuse Prevention Inc</a>	AR	\$236,999	Executive Director	\$45,056	<b>\$45,062</b>	2025
<a href="#">Parasol Cooperative Foundation</a>	NJ	\$195,264	Director/coo	\$60,601	<b>\$49,416</b>	2024
<a href="#">Project Safe Inc</a>	WY	\$194,110	Executive Di	\$47,940	<b>\$45,675</b>	2025
<a href="#">Arlington Life Shelter Real Estate</a>	TX	\$242,785	President & Ceo	\$5,000	<b>\$4,703</b>	2023
<a href="#">Adams Wells Crisis Center</a>	IN	\$180,992	Executive Director	\$18,450	<b>\$17,770</b>	2024
<a href="#">Emmaus House</a>	CA	\$179,940	Executive Dir.	\$89,813	<b>\$70,829</b>	2024
<a href="#">Battered Women's Resource Center Inc</a>	NY	\$179,671	Executive Director	\$79,264	<b>\$65,415</b>	2024
<a href="#">The Shelter For Women Inc</a>	CT	\$178,333	President	\$89,424	<b>\$78,837</b>	2023
<a href="#">Nora's Haven</a>	RI	\$262,544	Chief Executive Offier	\$129,403	<b>\$113,323</b>	2024
<a href="#">Austin Street Real Estate</a>	TX	\$265,300	President & Ceo	\$51,328	<b>\$46,892</b>	2024
<a href="#">Safe Refuge For Children And Families</a>	CA	\$276,760	Executive Director	\$59,713	<b>\$47,092</b>	2024
<a href="#">Safe Haven Of Person County</a>	NC	\$278,411	Director	\$83,441	<b>\$78,741</b>	2024
<a href="#">Opening Doors For Women In Need</a>	TX	\$288,267	Executive Director-ceo	\$44,160	<b>\$41,535</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Child And Family Advocacy Center Of</a>	MN	\$291,764	Executive Director	\$75,533	<b>\$68,164</b>	2024
<a href="#">Clear Creek County Advocates</a>	CO	\$296,746	Executive Director	\$66,443	<b>\$58,187</b>	2024
<a href="#">Haven Of The Dan River Region</a>	VA	\$301,658	Executive Director	\$28,517	<b>\$25,147</b>	2024
<a href="#">Cannon Co Services And Violence Edu</a>	TN	\$311,845	Director	\$53,215	<b>\$52,596</b>	2023
<a href="#">Mayday Inc</a>	OR	\$312,881	Executive Director	\$81,984	<b>\$67,742</b>	2025
<a href="#">North Shore Horizons Inc</a>	MN	\$319,895	Executive Director	\$102,136	<b>\$92,172</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	21 organizations. Compensation range \$4,703–\$113,323; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$217,602); for reference, expenses \$321,809 and assets \$2,584,815. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Pastor Debra Rensink, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	33 <sup>rd</sup>
All sources (D + E + F), adjusted	10 <sup>th</sup>

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 (Pastor Debra Rensink) 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 21 similarly situated organizations (Same NTEE sector (P43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,000 is reasonable (approximately the 19<sup>th</sup> 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.