

# Awaken Hearts

Executive Director / CEO

EIN 844573673

NE · NTEE X19

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jean Nicole, Executive Director / CEO** (\$24,022) against **every comparable organization** that fit the selection criteria — **36** 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

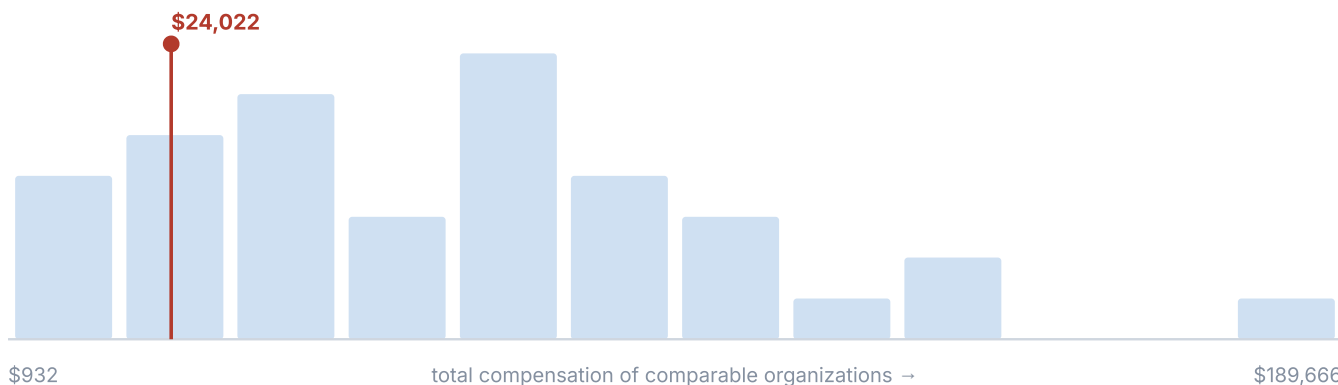
**Benchmarked executive:** Jean Nicole — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X19).
BUDGET	Total revenue between \$136,807 and \$306,285 — 0.67x to 1.50x the subject's \$204,190 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X19), nationwide + budget 0.67–1.5x revenue.

**36** organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,726	\$34,352	\$64,944	\$89,164	\$109,373	<b>\$24,022</b>
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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 NE 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="#">National Latino Evangelical Coalition Inc</a>	FL	\$203,313	President	\$40,000	<b>\$35,969</b>	2023
<a href="#">The Redimere Group</a>	CO	\$203,090	President	\$143,049	<b>\$131,298</b>	2023
<a href="#">Restoration Ministries</a>	MN	\$206,537	Executive Di	\$72,000	<b>\$66,146</b>	2024
<a href="#">Love Inc Of Linn County</a>	OR	\$200,186	Executive Director	\$22,438	<b>\$20,764</b>	2022
<a href="#">Training Pastors International</a>	VA	\$208,323	President, C	\$122,634	<b>\$113,342</b>	2023
<a href="#">Gospel Care Ministry Inc</a>	KY	\$199,177	President	\$15,600	<b>\$15,583</b>	2024
<a href="#">Reaching Mankind For Christ Ministries</a>	CA	\$188,603	Secretary	\$4,777	<b>\$3,835</b>	2024
<a href="#">Mark Purkey Ministries Inc</a>	OK	\$187,072	President	\$100,000	<b>\$105,403</b>	2023
<a href="#">Hamilton Living Water Ministry Inc</a>	OH	\$222,466	Exec. Direct	\$48,846	<b>\$48,101</b>	2024
<a href="#">Salt &amp; Light Partners</a>	MN	\$226,459	Excutive Director	\$67,392	<b>\$63,742</b>	2023
<a href="#">Star Lake Bible Camp Assn</a>	MN	\$229,531	Camp Directo	\$62,853	<b>\$57,743</b>	2024
<a href="#">Capri Real Estate Holding Company</a>	MN	\$178,067	Former Treasurer	\$1,014	<b>\$932</b>	2024
<a href="#">Unity Temple Restoration Foundation</a>	IL	\$230,930	Executive Director	\$207,500	<b>\$189,666</b>	2024
<a href="#">Kingdom Dog Ministries</a>	TX	\$176,408	Director	\$72,000	<b>\$66,963</b>	2024
<a href="#">Global Encounters Missions</a>	CA	\$232,377	Executive Di	\$51,440	<b>\$41,298</b>	2024
<a href="#">Rough Cut Men Ministries Inc</a>	FL	\$174,512	Director	\$60,500	<b>\$52,843</b>	2024
<a href="#">Ginosko Leadership Ministries</a>	IL	\$168,451	Exec. Director Chair	\$83,760	<b>\$76,561</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Young Leaders Inc</a>	GA	\$167,577	Ceo - Catalyst Leaders	\$45,000	<b>\$42,068</b>	2024
<a href="#">Healthy Growing Leaders Inc</a>	SC	\$241,865	Chairman	\$94,500	<b>\$94,368</b>	2023
<a href="#">Leading Saints</a>	UT	\$251,452	Executive Director	\$101,383	<b>\$96,474</b>	2024
<a href="#">The Healing Path Ministries Inc</a>	CA	\$153,921	President	\$109,200	<b>\$87,670</b>	2024
<a href="#">Ebecc Library Inc</a>	MA	\$259,122	Treasurer	\$34,379	<b>\$28,723</b>	2024
<a href="#">Passion Promise Ministries</a>	TN	\$148,411	Ceo/president	\$44,802	<b>\$43,785</b>	2024
<a href="#">Straightway Holdings Inc</a>	MO	\$260,017	President & Treasurer	\$89,114	<b>\$87,755</b>	2024
<a href="#">Waterhose Ministries Inc</a>	TX	\$147,263	President	\$20,000	<b>\$19,150</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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	36 organizations. Compensation range \$932–\$189,666; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$204,190); for reference, expenses \$130,526 and assets \$239,874.
ROLE MATCH	Jean Nicole, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 1 peer 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	28 <sup>th</sup>
All sources (D + E + F), adjusted	14 <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 (Jean Nicole) 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 36 similarly situated organizations (Same NTEE sector (X19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,022 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.