

Bless Your Heart Nonprofit Corporation

Executive Director / CEO

EIN 850767397
 LA · NTEE P50
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ashley Autin, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

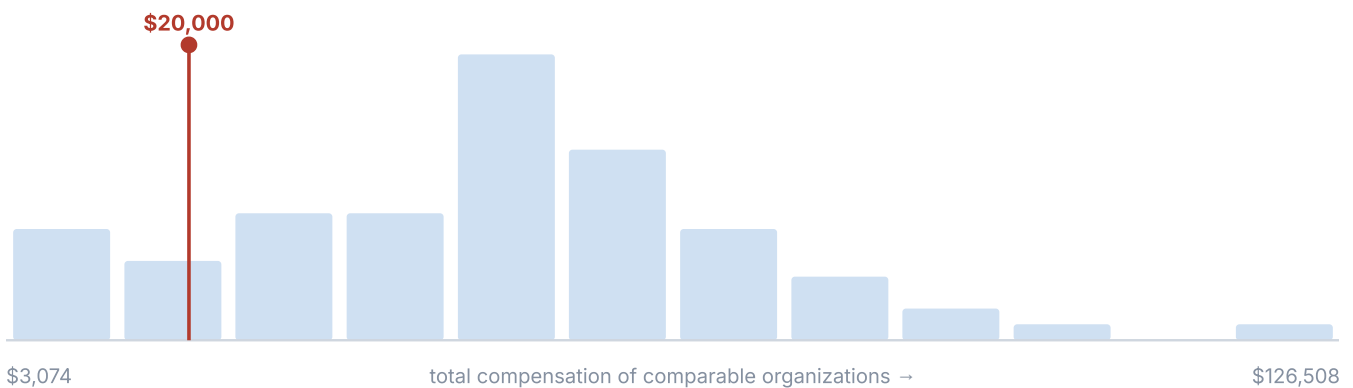
Benchmarked executive: Ashley Autin — reported title “Project Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P50).
BUDGET	Total revenue between \$197,440 and \$442,030 — 0.67x to 1.50x the subject's \$294,687 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P50), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,095	\$29,783	\$49,623	\$60,264	\$75,617	\$20,000
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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 LA 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
Steps To Tomorrow	CA	\$294,840	Exec Director	\$67,700	\$51,721	2025
Wabanaki Womens Coalition Inc	ME	\$296,796	Executive Director	\$83,419	\$75,859	2024
The National Advocacy Center Of The	MD	\$292,016	Executive Direc	\$61,631	\$53,872	2023
Transition 123 Inc	MI	\$298,973	Executive Dir.	\$103,903	\$100,272	2023
Beautiful You By Profile	MI	\$303,333	Executive Di	\$25,532	\$23,933	2024
Haydens House Of Healing Inc	NJ	\$285,958	Ceo	\$72,000	\$58,380	2024
Southern Minnesota Womens Center	MN	\$282,337	Ex. Director	\$33,010	\$30,497	2023
Net Resource Foundation	TN	\$307,721	Executive Director	\$31,200	\$29,783	2024
Saving Our Seniors Inc	FL	\$280,581	President	\$49,181	\$41,958	2024
Mothers' Milk Bank Of Mississippi	MS	\$308,834	Former Executive Director	\$47,653	\$49,623	2023
Families Helping Families Region 7	LA	\$309,590	Executive Dir.	\$69,903	\$71,968	2023
Coos Elderly Services Inc	OR	\$277,188	Executive Director	\$51,532	\$44,744	2023
Wild Instincts Inc	WI	\$313,288	President	\$9,750	\$9,247	2024
Community Grief Center	CO	\$275,781	Executive Director	\$46,500	\$40,493	2024
Laolam	WA	\$314,367	President	\$7,200	\$5,854	2024
Global Mother Divine Org Usa	IA	\$274,823	President	\$60,000	\$59,662	2024
Wiregrass 2-1-1	AL	\$273,001	Executive Director	\$57,979	\$56,884	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Steel Magnolia Moms	TX	\$316,806	President Through Jan 2024	\$70,968	\$64,470	2024
Neighbors Who Care Inc	AZ	\$272,387	Executive Director	\$84,299	\$73,626	2024
Hope For Addiction Inc	AZ	\$322,436	President	\$69,000	\$60,264	2024
Hello Gorgeous Of Hope Inc	IN	\$322,604	President	\$50,085	\$47,966	2024
National Fund For Foster Children	FL	\$322,825	President	\$6,000	\$5,119	2024
Anointed Community Services International Inc	FL	\$324,631	Ceo	\$31,836	\$27,161	2024
Desert Waters Correctional Outreach	CO	\$263,171	Executive Di	\$39,087	\$35,043	2023
Love Inc Of Boise Community Incorporated	ID	\$326,646	Executive Dir.	\$50,200	\$48,497	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 73 organizations. Compensation range \$3,074–\$126,508; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$294,687); for reference, expenses \$328,802 and assets \$358,592.

ROLE MATCH Ashley Autin, reported title *"Project Manager"*, 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.**

RELATED-ORG PAY 1 peer 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	15 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	14 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 (Ashley Autin) 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 73 similarly situated organizations (Same NTEE sector (P50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 15th 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.