

Healing Hands Global Inc

Executive Director / CEO

EIN 870711769

LA · NTEE X200

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Martin Williams, Executive Director / CEO** (\$38,000) against **every comparable organization** that fit the selection criteria — **821** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

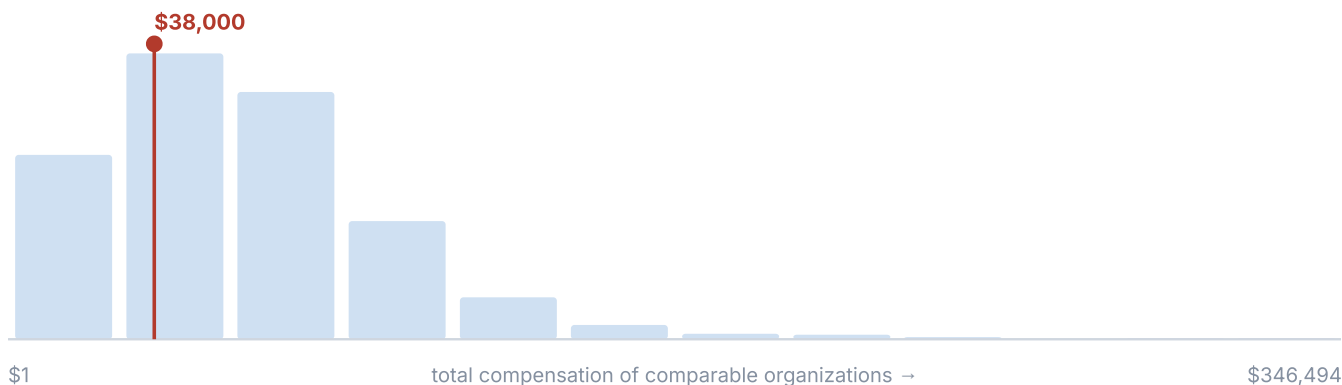
Benchmarked executive: Martin Williams — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X200).
BUDGET	Total revenue between \$327,765 and \$733,803 — 0.67x to 1.50x the subject's \$489,202 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

821 organizations qualified on sector, size, and geography → **821** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,111	\$33,306	\$56,019	\$82,453	\$108,107	\$38,000
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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
Voice Of Christians Inc	NC	\$489,281	Head Of Global Operations	\$8,000	\$7,507	2024
Launch Campus Ministry Inc	IN	\$489,066	President	\$40,503	\$37,790	2025
Experience Christian Ministries	CA	\$489,739	Crawford	\$16,928	\$13,275	2024
Parish Cupboard Inc	MA	\$487,796	Executive Director	\$46,772	\$38,170	2024
Eastern Community Church	MD	\$487,352	Pastor	\$100,800	\$88,111	2023
Newport News Potters House	VA	\$491,609	President/pastor	\$20,850	\$18,283	2024
Vantage Leadership Initiative	AL	\$486,624	Executive Di	\$113,300	\$111,160	2024
Nazarene Community Development Foundation	NJ	\$486,437	Vice President	\$65,000	\$52,704	2024
Jerusalem Seminary	TX	\$492,226	Dir./president	\$55,440	\$50,364	2024
Center For Early African	CT	\$486,166	Treasurer	\$68,564	\$58,382	2024
Camp Lael	MI	\$492,708	Director	\$54,000	\$52,113	2023
Parish Collective	WA	\$485,598	Executive Director	\$83,333	\$67,756	2024
Program For Humanitarian Aid Inc	TX	\$485,521	Co-exec. Direct	\$57,700	\$52,417	2024
Mission Of Mary Cooperative	OH	\$493,057	Executive Director	\$77,328	\$74,380	2024
Every Man A Warrior Inc	MO	\$493,327	Directorpresident	\$15,750	\$15,597	2023
Latin America Assistance Incorporated	CA	\$484,926	Executive Director	\$97,001	\$78,314	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kampuchea For Christ Usa	CO	\$493,505	Board Chairman	\$73,696	\$64,175	2024
Truth Life And Word Outreach Organization	TX	\$484,894	Admin/outreach	\$62,692	\$58,634	2023
Heart Of God Ministries Inc	FL	\$493,614	President	\$48,000	\$40,951	2024
Redzone Memphis Inc	TN	\$493,968	Executive Director	\$121,825	\$116,293	2024
Well Community	TX	\$494,046	Executive Director	\$92,899	\$84,393	2024
Sonship International Inc	FL	\$484,034	Gilmour	\$208,148	\$182,825	2023
Living Compassion	WA	\$483,619	President	\$28,800	\$24,109	2023
Nazareth Educational Ministries	AL	\$483,132	President	\$47,000	\$47,474	2023
For Gods Glory Ministries Inc	OK	\$483,130	President	\$102,000	\$102,000	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	821 organizations. Compensation range \$1–\$346,494; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$489,202); for reference, expenses \$245,687 and assets \$1,700,292. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Martin Williams, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 19 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	29 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	28 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 (Martin Williams) 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 13, 2026, comparing compensation against 821 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,000 is reasonable (approximately the 29th 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 13, 2026.