

The Bridge Ministry Inc

Executive Director / CEO

EIN 884155892

OH · NTEE P85

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **William J Higgins, Executive Director / CEO** (\$53,454) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

Benchmarked executive: William J Higgins — reported title “Secretary Exectuvie Director”, 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 (P85).

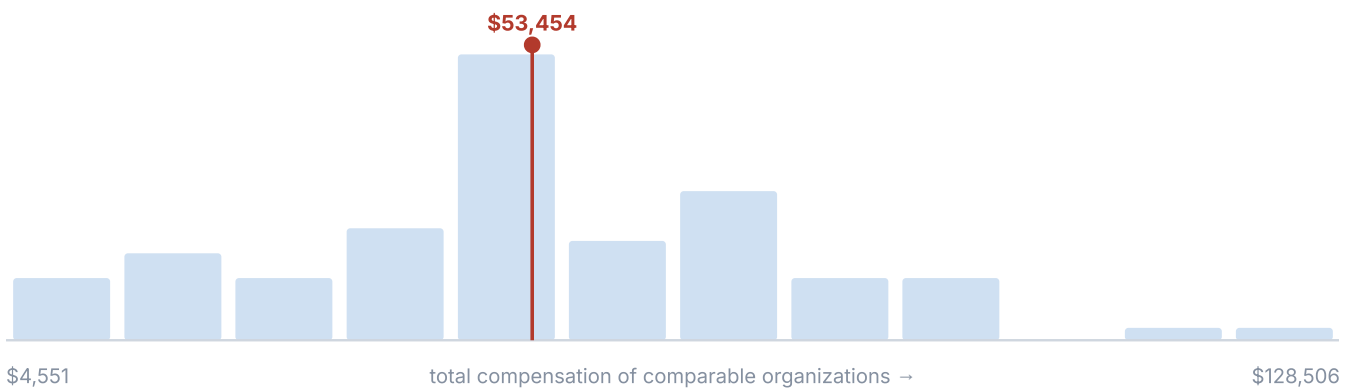
BUDGET Total revenue between \$267,484 and \$598,845 — 0.67x to 1.50x the subject's \$399,230 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P85), nationwide + budget 0.67–1.5x revenue.

81 organizations qualified on sector, size, and geography

→ **81** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,002

\$41,773

\$53,084

\$69,228

\$84,142

\$53,454



● 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 OH 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
Corpus Christi House Inc	ID	\$398,847	Executive Director	\$78,135	\$78,477	2024
Integrated Recovery Network	CA	\$397,973	Executive Dir	\$34,694	\$28,285	2024
Bethlehem Emergency Sheltering Inc	PA	\$394,511	Executive Director	\$62,071	\$60,168	2023
Tioga County Homeless Initiative	PA	\$410,902	Director Ope	\$44,875	\$42,252	2024
The Port Ministries	IL	\$411,460	Executive Director	\$80,024	\$74,279	2024
Shenandoah Alliance For Shelter	VA	\$386,985	Executive Director	\$51,853	\$46,051	2025
Tourettes' Foundation For Needy Children Inc	CA	\$386,297	Executive Director	\$29,465	\$24,731	2023
Cy-fair Helping Hands	TX	\$384,316	Executive Director	\$73,900	\$71,856	2023
Jesus House Odessa Inc	TX	\$415,539	Executive Director	\$91,900	\$86,794	2024
Family Promise Of Baldwin County	AL	\$415,836	Executive Di	\$61,669	\$62,902	2024
Homeless Helping Homeless	MN	\$415,909	Chair Of Board	\$16,499	\$15,847	2023
Southwest Georgia Housing Opportunities	GA	\$376,580	Executive Director	\$48,479	\$46,022	2024
Greater Cincinnati Coalition For The Homeless	OH	\$375,871	Executive Director	\$47,536	\$47,536	2024
Texoma Family Shelter	TX	\$423,196	Executive Dir	\$63,750	\$60,208	2024
Encompass Yamhill Valley	OR	\$375,109	Executive Director	\$60,223	\$52,803	2024
Community Education Partnerships	CA	\$425,539	Executive Director	\$87,500	\$73,444	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Family Promise Of Lawton Incorporated	OK	\$426,003	Executive Director	\$43,811	\$46,893	2023
Family Promise Of Augusta Inc	GA	\$428,813	Executive Director	\$54,157	\$51,413	2024
Portsmouth Volunteers For The	VA	\$428,982	Executive Director	\$69,566	\$65,291	2023
Shoreline Community Services	CA	\$369,173	Executive Director	\$66,008	\$55,404	2023
Merge Memphis	TN	\$429,848	Board Member	\$34,560	\$35,312	2023
Hands For Homeless Inc	FL	\$367,506	Ceo	\$30,200	\$27,577	2023
Verde Valley Homeless Coalition	AZ	\$365,915	Executive Dir.	\$58,462	\$53,084	2024
Oregon Trail Of Hope	OR	\$360,635	Director Of Development	\$56,660	\$49,679	2024
Family Promise Of The Midlands Inc	SC	\$438,794	Executive Director	\$93,265	\$94,578	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 81 organizations. Compensation range \$4,551–\$128,506; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$399,230); for reference, expenses \$324,816 and assets \$168,055.

ROLE MATCH William J Higgins, reported title *"Secretary Exectuvie Director"*, 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	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	51 st
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	49 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 (William J Higgins) 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 81 similarly situated organizations (Same NTEE sector (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,454 is reasonable (approximately the 51st 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.