

Abundant Thrift Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Robert Hany, Executive Director / CEO** (\$31,200) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

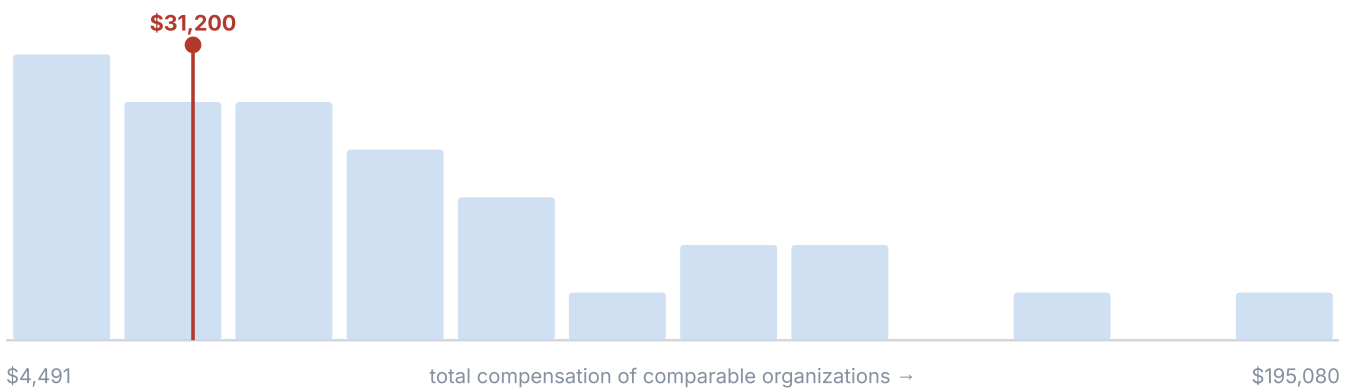
Benchmarked executive: Robert Hany — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (X20).
- BUDGET** Total revenue between \$167,680 and \$375,405 — 0.67x to 1.50x the subject's \$250,270 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (X20) + IL + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,668	\$25,132	\$50,524	\$81,148	\$120,138	\$31,200
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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 IL 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
Chicago Partnership For Church Planting	IL	\$253,276	President	\$71,400	\$73,509	2023
Created For More Ministries Nfp	IL	\$243,085	President	\$27,461	\$27,461	2024
Mark Amoateng Ministries Nfp	IL	\$239,750	President	\$12,000	\$12,000	2024
Iglesia Evangelica Apostolica Del Nombre De Jesus Ee Uu Inc	IL	\$236,261	Employee	\$30,000	\$30,886	2023
Carey International Pastoral Traini	IL	\$266,488	Vice Preside	\$88,596	\$91,213	2023
Asian American Christian Collaborative	IL	\$225,193	Cfo	\$17,500	\$18,017	2023
Faith Victory Ministries International Inc	IL	\$223,495	President	\$28,970	\$28,970	2024
Bvm Helping Hands	IL	\$288,029	Ceo And President	\$81,293	\$83,694	2023
Philadelphia Coommunity Outreach	IL	\$207,406	President	\$47,500	\$47,500	2024
Cross Trail Outfitters Of	IL	\$205,750	President	\$23,000	\$23,000	2024
Good Samaritan Ministries Of The	IL	\$300,026	Executive Dir.	\$59,650	\$61,412	2023
Monarch Ministries	IL	\$200,064	Co-executive Director	\$98,334	\$101,239	2023
Pioneer Clubs	IL	\$305,696	President	\$110,200	\$110,200	2024
Thailand Sustainable Ministries	IL	\$191,340	Director	\$48,775	\$50,216	2023
Tyler Feller Ministries	IL	\$311,620	President	\$18,153	\$18,689	2023
Big Great Lakes	IL	\$322,609	Manager	\$49,374	\$50,832	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Latter Rain Ministries & Missions Inc	IL	\$177,594	President, Director	\$4,610	\$4,491	2025
Greenhouse In Paris Nfp	IL	\$325,542	Pres/chair	\$115,959	\$119,384	2023
Lombard Mennonite Peace Center	IL	\$325,800	Executive Dir.	\$126,923	\$126,923	2024
Come International Baptist Ministries	IL	\$326,294	President & Ceo	\$6,000	\$6,000	2024
By Design Ministries International	IL	\$170,622	President	\$48,600	\$48,600	2024
Audience Of One Inc	IL	\$169,063	Executive Director	\$14,535	\$14,964	2023
Coach Approach Ministries	IL	\$334,828	President	\$65,946	\$65,946	2024
Nations Ablaze International	IL	\$342,634	President	\$60,000	\$60,000	2024
Keep Believing Ministries	IL	\$347,348	President Ceo, Director	\$195,080	\$195,080	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	30 organizations. Compensation range \$4,491–\$195,080; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$250,270); for reference, expenses \$263,941 and assets \$-4,327.
ROLE MATCH	Robert Hany, reported title <i>"TREASURER"</i> , 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	37 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	37 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 (Robert Hany) 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 30 similarly situated organizations (Same NTEE sector (X20) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,200 is reasonable (approximately the 37th 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.