

Puppets And Praise Ministries Inc

Executive Director / CEO

EIN 930757337
 WA · NTEE X200
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Bonnie Hiller, Executive Director / CEO** (\$13,765) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

Benchmarked executive: Bonnie Hiller — 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

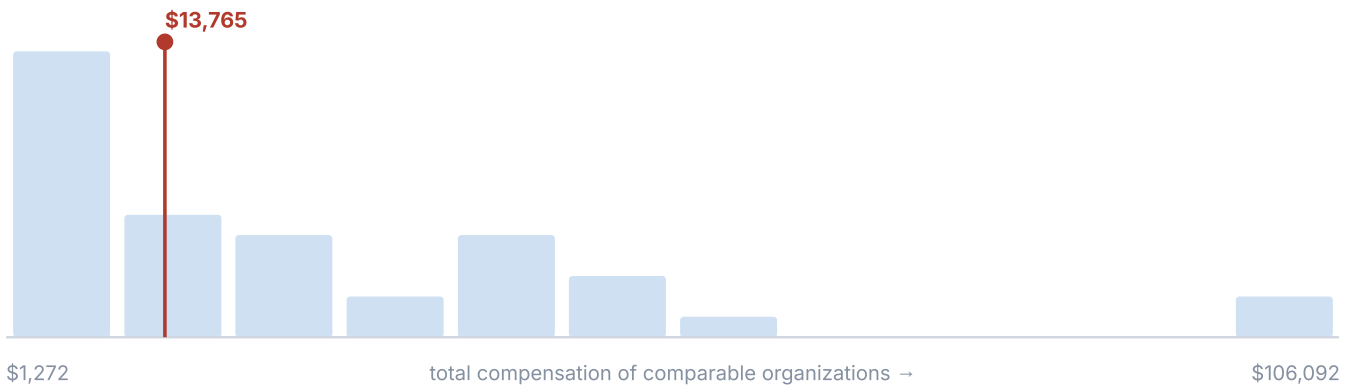
SECTOR Organizations sharing the subject's NTEE classification (X200).

BUDGET Total revenue between \$13,534 and \$30,300 — 0.67x to 1.50x the subject's \$20,200 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,446	\$7,114	\$17,049	\$37,274	\$48,942	\$13,765
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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 WA 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
Rts Foundation Inc	MS	\$19,574	President	\$29,156	\$36,270	2024
Chokhor Gepel Ling	CA	\$19,438	Exec Dir/pre	\$5,700	\$5,660	2023
The Center For Biblical	MO	\$19,423	President	\$6,400	\$7,795	2023
Christiania Lutheran Church Foundation	MN	\$21,078	Director	\$30,000	\$34,088	2023
Ma Hadul Iman Ny Inc	NY	\$19,163	President	\$15,601	\$15,746	2024
Bronx Support Corporation	NY	\$21,530	Secretary	\$37,263	\$37,609	2024
Mike Ryan Ministries Inc	TX	\$18,822	President/director	\$18,948	\$21,796	2023
Grace Unleashed Inc	MN	\$18,621	Pres,ceo, Treas	\$7,200	\$7,946	2024
Jacobs Brothers Evangelistic	PA	\$18,528	President	\$6,428	\$7,160	2024
Relevant Ministry Inc	MS	\$18,398	President	\$16,000	\$20,492	2023
Soldiers For Christ Inc	IN	\$18,363	Principal Officer	\$15,580	\$18,351	2024
Temple United Church Inc	MD	\$17,214	Pastor	\$19,000	\$20,426	2023
World Icc	CA	\$23,478	Cfo	\$6,000	\$5,787	2024
Restoration Ministries Inc	CO	\$23,701	Pres/treasurer	\$38,160	\$40,870	2024
Iglesia Milagro De Dios Inc	FL	\$23,877	Pastor	\$4,600	\$4,827	2024
Baybrazil Inc	CA	\$16,416	President/ce	\$110,000	\$106,092	2024
Utah Lighthouse Ministry Inc	UT	\$24,208	President Of The Board, Director, Office Manager	\$41,600	\$48,960	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fsf Church	SC	\$24,408	Director	\$12,000	\$13,983	2024
The Shalem Institute	OH	\$15,846	Executive Director	\$6,000	\$7,098	2024
Do Something Inc	IN	\$24,695	Executive Director	\$45,000	\$54,570	2023
Tong Jue Si	CA	\$24,864	Officer	\$12,000	\$11,574	2024
New Mexico Family Action Movement	NM	\$15,050	Executive Dir.	\$36,000	\$43,248	2024
Thompsonkillebrew Fbo Fumc	KY	\$14,976	Trustee	\$4,564	\$5,639	2023
Confraternity Of Our Lady Of Grace	CA	\$25,472	Chairman	\$6,000	\$5,787	2024
Bryan Gray Ministries Inc	NC	\$14,497	President	\$9,650	\$11,466	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	38 organizations. Compensation range \$1,272–\$106,092; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$20,200); for reference, expenses \$22,473 and assets \$241.
ROLE MATCH	Bonnie Hiller, 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	8 peers 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	45 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	42 nd

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 (Bonnie Hiller) 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 38 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,765 is reasonable (approximately the 45th 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.