

Children's Fellowship Of India Inc

Executive Director / CEO

EIN 010557352

PA · NTEE Q33

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rev Philip V Dongre, Executive Director / CEO** (\$80,767) against **every comparable organization** that fit the selection criteria — **251** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

Benchmarked executive: Rev Philip V Dongre — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Q33).

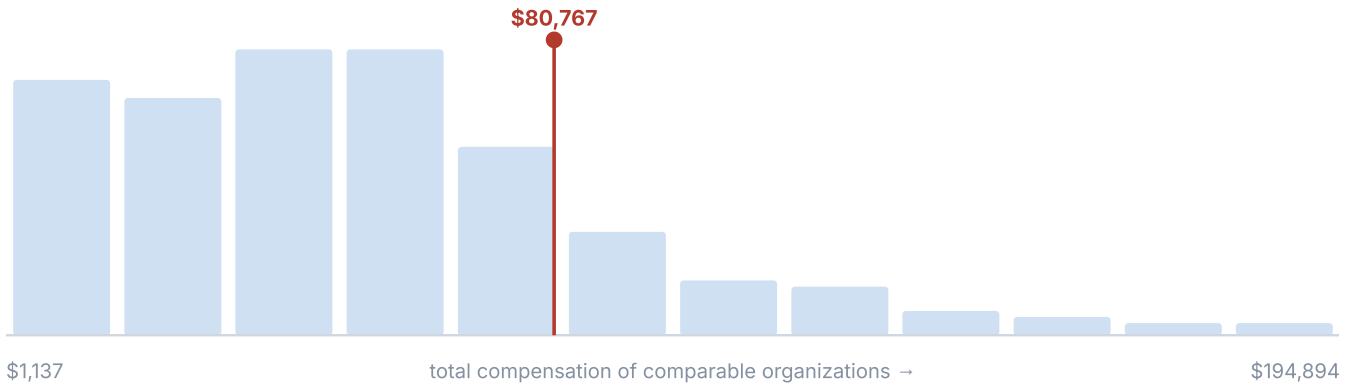
BUDGET Total revenue between \$307,362 and \$688,125 — 0.67x to 1.50x the subject's \$458,750 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

251 organizations qualified on sector, size, and geography

→ **251** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,697	\$27,282	\$48,452	\$70,302	\$102,632	\$80,767
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 81ST
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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 PA 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
International Alliance For Mercy Inc	VA	\$459,996	Executive Director	\$59,662	\$57,766	2024
Braveheart Ministries Inc	TX	\$456,807	President	\$135,865	\$136,284	2024
Christian Mission Aid Inc	MI	\$460,825	Ceo/secretary	\$94,000	\$97,293	2024
Hearts2honduras Inc	TN	\$454,047	Vice President Of Operations	\$45,800	\$49,702	2023
Vision Of Community Fellowship Inc	WA	\$465,179	President	\$72,000	\$66,550	2023
Rising Worldwide	CA	\$451,651	Ceo	\$81,153	\$72,346	2023
Franciscan Works	IL	\$451,416	Executive Director	\$53,385	\$52,629	2024
Upstream International Inc	TX	\$449,415	President	\$104,630	\$104,953	2024
Utah Friends Of Amar International	UT	\$468,483	Executive Director And Treasurer	\$30,000	\$30,789	2024
Lanna Foundation	CA	\$471,922	Director	\$31,534	\$26,601	2025
People Of Peru Project	WA	\$472,758	Chairman	\$67,143	\$60,280	2024
Every Nation Education Inc	NC	\$473,249	Ceo	\$12,360	\$12,807	2024
The Christina Noble Foundation Of	FL	\$443,477	Board Member	\$57,000	\$53,696	2024
Daybreak Development Corporation	GA	\$474,885	President	\$21,900	\$22,734	2023
Walk In The Light International	WA	\$475,048	Executive Director	\$36,000	\$32,320	2024
Hosean International Ministries Inc	AR	\$475,134	President	\$48,000	\$55,702	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Chain Collaborative Inc	PA	\$475,641	Executive Dir.	\$36,400	\$37,475	2023
Kgsa Foundation	CO	\$440,920	Executive Director	\$68,455	\$67,766	2023
Alliance Care Now	VA	\$476,844	Founder Ceo	\$138,462	\$134,062	2024
Honduras Compassion Partners Inc	MD	\$477,734	Secretary	\$32,077	\$30,072	2024
Partners For Andean Community Health Inc	CT	\$477,950	Executive Director	\$14,400	\$13,939	2023
White Hawk Foundation	CO	\$439,145	Executive Di	\$6,000	\$5,769	2024
Gap Missions Ministries Inc	GA	\$478,813	Director Missionary	\$57,638	\$59,831	2023
Ministry Builders Inc	TX	\$478,932	President/director	\$44,778	\$44,916	2024
Remote Aid International Inc	FL	\$480,684	Ceo	\$65,581	\$61,779	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	251 organizations. Compensation range \$1,137–\$194,894; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$458,750); for reference, expenses \$389,093 and assets \$1,720,625.
ROLE MATCH	Rev Philip V Dongre, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	81 st
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	80 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 (Rev Philip V Dongre) 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 251 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,767 is reasonable (approximately the 81st 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.