

Soldiers For Christ Inc

Executive Director / CEO

EIN 020790735

IN · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tate Kimura, Executive Director / CEO** (\$15,580) 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 **50th** percentile of comparable organizations within the typical range

Benchmarked executive: Tate Kimura — reported title "Principal Officer", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (X20).

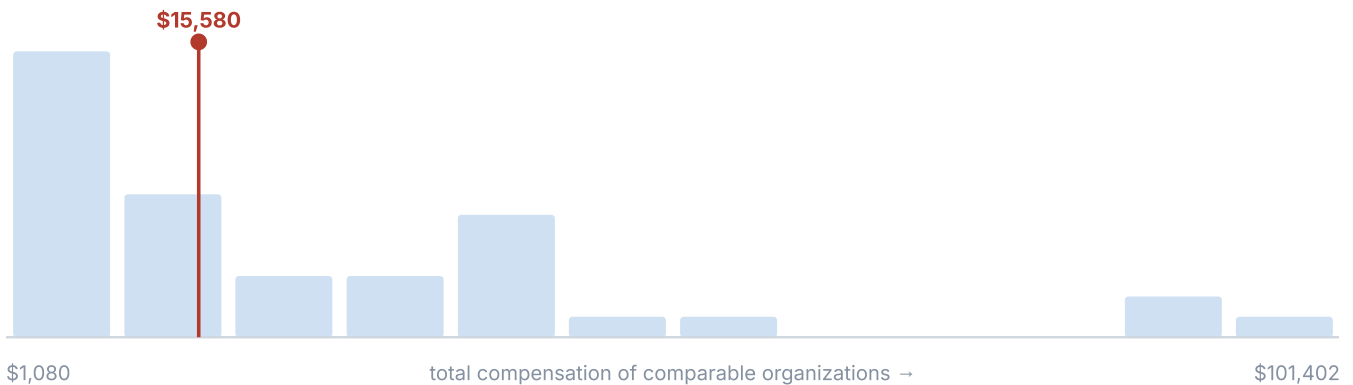
BUDGET Total revenue between \$12,303 and \$27,544 — 0.67x to 1.50x the subject's \$18,363 (the band tightens as size grows).

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



\$4,580	\$6,039	\$15,355	\$36,212	\$49,498	\$15,580
---------	---------	----------	----------	----------	----------



● 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 IN 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
Relevant Ministry Inc	MS	\$18,398	President	\$16,000	\$17,398	2023
Jacobs Brothers Evangelistic	PA	\$18,528	President	\$6,428	\$6,079	2024
Grace Unleashed Inc	MN	\$18,621	Pres,ceo, Treas	\$7,200	\$6,746	2024
Mike Ryan Ministries Inc	TX	\$18,822	Presidentdirector	\$18,948	\$18,505	2023
Ma Hadul Iman Ny Inc	NY	\$19,163	President	\$15,601	\$13,368	2024
The Center For Biblical	MO	\$19,423	President	\$6,400	\$6,618	2023
Chokhor Gepel Ling	CA	\$19,438	Exec Dir/pre	\$5,700	\$4,805	2023
Temple United Church Inc	MD	\$17,214	Pastor	\$19,000	\$17,342	2023
Rts Foundation Inc	MS	\$19,574	President	\$29,156	\$30,792	2024
Puppets And Praise Ministries Inc	WA	\$20,200	Treasurer	\$13,765	\$11,686	2024
Baybrazil Inc	CA	\$16,416	President/ce	\$110,000	\$90,071	2024
The Shalem Institute	OH	\$15,846	Executive Director	\$6,000	\$6,026	2024
Christiania Lutheran Church Foundation	MN	\$21,078	Director	\$30,000	\$28,940	2023
Bronx Support Corporation	NY	\$21,530	Secretary	\$37,263	\$31,930	2024
New Mexico Family Action Movement	NM	\$15,050	Executive Dir.	\$36,000	\$36,717	2024
Thompsonkillebrew Fbo Fumc	KY	\$14,976	Trustee	\$4,564	\$4,787	2023
Bryan Gray Ministries Inc	NC	\$14,497	President	\$9,650	\$9,734	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Transparent Heart Ministries - Thm	WY	\$14,437	President And Member Board Of Directors	\$5,446	\$5,530	2024
New Life Holding Corporation	CO	\$14,400	Director	\$7,713	\$7,221	2023
Play To Learn Ministries	MO	\$14,248	President	\$1,103	\$1,080	2025
Gods Not Dead Foundation	AZ	\$14,202	President	\$20,000	\$18,239	2024
Kerygma Comunidad Misionera	FL	\$14,085	Director	\$3,200	\$2,935	2023
East Mountain Greenville	SC	\$13,281	Former Ceo/exec. Direct	\$21,500	\$21,898	2023
World lcc	CA	\$23,478	Cfo	\$6,000	\$4,913	2024
Cleveland Hebrew Schools Educational	OH	\$13,179	Treasurer	\$40,331	\$41,703	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 \$1,080–\$101,402; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$18,363); for reference, expenses \$18,379 and assets \$600.
ROLE MATCH	Tate Kimura, reported title " <i>Principal Officer</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	50 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	47 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 (Tate Kimura) 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 \$15,580 is reasonable (approximately the 50th 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.