

In His Wakes Inc

Executive Director / CEO

EIN 061693902

OR · NTEE X20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Nathan Miller, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **1030** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

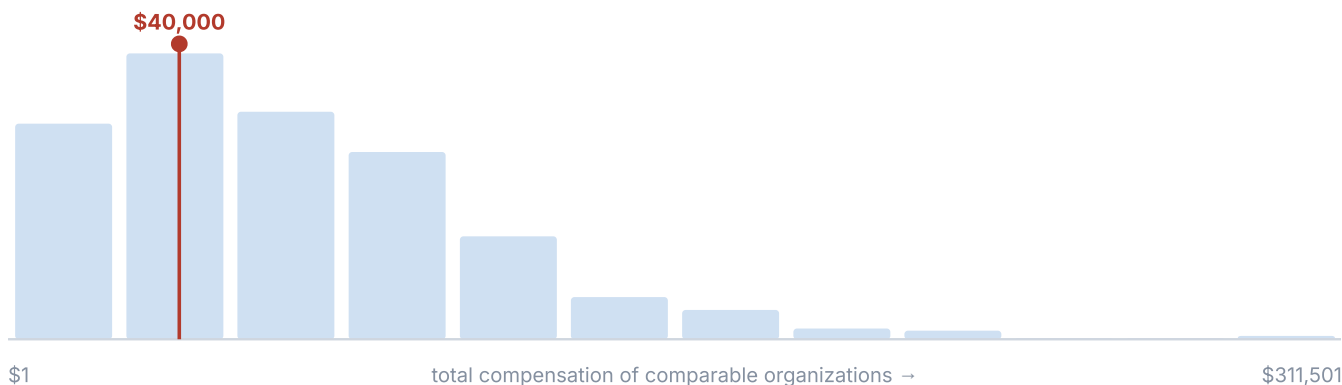
Benchmarked executive: Nathan Miller — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$179,253 and \$401,313 — 0.67x to 1.50x the subject's \$267,542 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

1,030 organizations qualified on sector, size, and geography → **1,030** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,794	\$31,117	\$56,669	\$91,465	\$126,406	\$40,000
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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 OR 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
Trinitas Communities On Mission	AZ	\$267,432	President	\$54,192	\$56,122	2024
Upland's Reach Conference Center	NC	\$267,856	President	\$100,477	\$111,795	2024
Keller Content Development Inc	NY	\$267,100	Secretary/ceo	\$166,667	\$166,965	2023
Nicholas Bowling Ministries Inc	KY	\$267,080	President	\$39,000	\$45,119	2024
Mike Hoesch Ministries Inc	CO	\$266,888	President	\$48,000	\$49,562	2024
Karamsar Inc	NY	\$266,844	President	\$33,600	\$32,694	2024
Kingdom Equip Inc	KS	\$266,762	President	\$66,000	\$74,801	2025
Carey International Pastoral Traini	IL	\$266,488	Vice Preside	\$88,596	\$96,562	2023
Seek Ministries Inc	GA	\$268,735	Director	\$32,500	\$35,189	2024
Greater Faith Community Ministry	IN	\$266,144	Director	\$33,321	\$38,956	2023
Wagner Ministries International	OK	\$266,120	Director	\$66,000	\$80,569	2023
Crosscounsel International Ministries	WI	\$265,961	Executive Director/chairman	\$77,000	\$89,151	2023
Known Network	TX	\$269,184	Global Field Director	\$25,609	\$27,585	2024
Bud Ministries Inc	TN	\$265,896	Ceo	\$87,714	\$99,283	2024
415 Leadership Inc	MO	\$269,197	President	\$11,000	\$12,546	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Frontline Ministries	TN	\$265,670	Director	\$72,900	\$82,515	2024
United States Institute Of	FL	\$265,594	President	\$24,000	\$24,278	2024
Iglesia De Cristo El Shaddai Inc	NJ	\$265,418	Pastor	\$37,000	\$36,624	2023
Streams Of Life Worship Center	FL	\$269,705	President	\$51,136	\$53,256	2023
Team Xtreme International	TX	\$269,728	President	\$38,121	\$42,275	2023
Edge Mentoring Inc	IN	\$265,088	Exec Program	\$91,600	\$104,019	2024
Our Ladys Ministry	CA	\$270,009	321crescentct Brisbane Ca 94005	\$78,942	\$73,403	2024
Crossroads 4 Christ Inc	CT	\$264,938	Pres, Treas	\$76,543	\$77,281	2024
Positive Direction For Youth And Families Inc	NC	\$264,706	Gardner	\$85,000	\$97,369	2023
Christian Far East Ministry	CA	\$270,380	Chairman	\$7,000	\$6,509	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 1030 organizations. Compensation range \$1–\$311,501; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$267,542); for reference, expenses \$208,372 and assets \$132,832.

ROLE MATCH Nathan Miller, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 23 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	34 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	33 rd

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 (Nathan Miller) 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 1030 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 34th 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.