

Ludhiana Christian Medical College Board

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Catherine Whitcomb Phd, Executive Director / CEO** (\$35,500) against **every comparable organization** that fit the selection criteria — **679** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

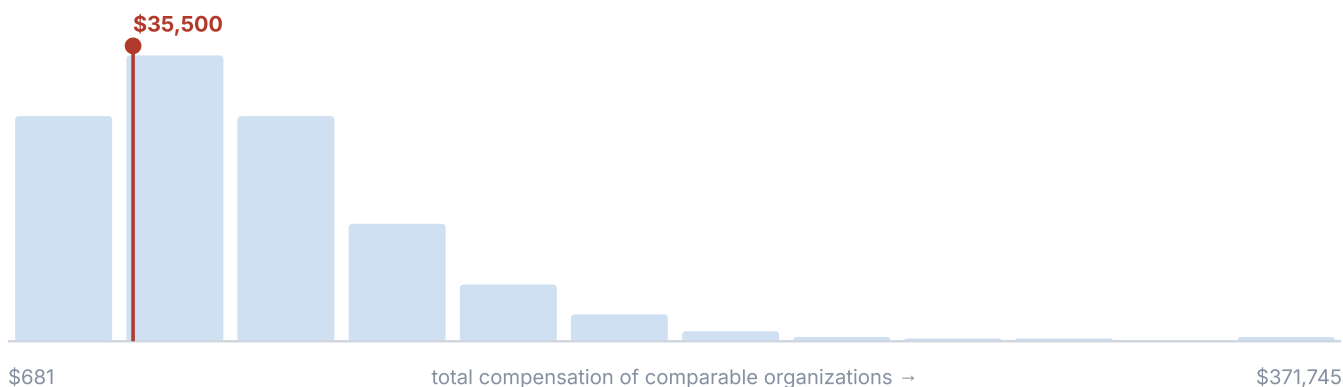
Benchmarked executive: Catherine Whitcomb Phd — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q11).
BUDGET	Total revenue between \$308,571 and \$690,832 — 0.67x to 1.50x the subject's \$460,555 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

679 organizations qualified on sector, size, and geography → **679** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,936	\$32,835	\$59,637	\$91,813	\$127,035	\$35,500
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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
Sembrando Sentido Inc	PR	\$460,511	Executive Director	\$99,933	\$99,933	2024
Camp Lightbulb Incorporated	CA	\$460,784	Chairman	\$144,167	\$130,366	2023
Junior Achievement Of Arkansas Inc	AR	\$460,297	President	\$92,049	\$108,353	2023
Christian Mission Aid Inc	MI	\$460,825	Ceo/secretary	\$94,000	\$98,690	2024
New Frontiers Health Force Inc	FL	\$460,266	Director	\$40,080	\$38,299	2024
Alliance Of Filipinos For Immigrant	IL	\$460,208	Fmr Exec Dir	\$76,850	\$76,850	2024
International Alliance For Mercy Inc	VA	\$459,996	Executive Director	\$59,662	\$58,596	2024
Partnership For Global Security	PA	\$461,269	President	\$350,916	\$346,780	2025
Children's Fellowship Of India Inc	PA	\$458,750	Executive Di	\$80,767	\$81,927	2024
Immigrant Solidarity Dupage	IL	\$458,275	President	\$82,954	\$82,954	2024
Amistad International	CA	\$463,086	Executive Direc	\$12,000	\$10,540	2024
Leadership Council For Women In National Security	DC	\$457,904	Executive Director	\$178,144	\$154,912	2025
Peace And Justice Center	VT	\$463,211	Secretary	\$3,540	\$3,624	2024
Kelly Green Global Inc	FL	\$457,458	President	\$32,500	\$33,284	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Open Arms Worldwide	VA	\$457,425	President/executive Direct	\$41,052	\$40,318	2024
Braveheart Ministries Inc	TX	\$456,807	President	\$135,865	\$138,241	2024
Trade Justice Education Fund	DC	\$464,502	Executive Director	\$45,000	\$40,167	2024
Vision Of Community Fellowship Inc	WA	\$465,179	President	\$72,000	\$67,506	2023
Ocean	AZ	\$455,179	Employee	\$48,000	\$46,955	2024
Raising A Voice	TN	\$466,714	Director Of Staff Discipleship	\$43,790	\$46,820	2024
Hearts2honduras Inc	TN	\$454,047	Vice President Of Operations	\$45,800	\$50,415	2023
Send Me	MO	\$453,800	President	\$7,330	\$7,897	2024
Discipling Marketplace Leaders	MI	\$453,546	President	\$50,000	\$52,495	2024
Utah Friends Of Amar International	UT	\$468,483	Executive Director And Treasurer	\$30,000	\$31,232	2024
Nazdeek Inc	NY	\$468,934	Sec./co-founder	\$10,000	\$9,191	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 **679** organizations. Compensation range \$681–\$371,745; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$460,555); for reference, expenses \$196,649 and assets \$4,915,123. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Catherine Whitcomb Phd, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	27 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	26 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 (Catherine Whitcomb Phd) 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 13, 2026, comparing compensation against 679 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,500 is reasonable (approximately the 27th 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 13, 2026.