

The Schermerhorn Foundation

Executive Director / CEO

EIN 136272702
 NY · NTEE X21
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Hunter R Pollock, Executive Director / CEO** (\$9,500) against **every comparable organization** that fit the selection criteria — **219** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

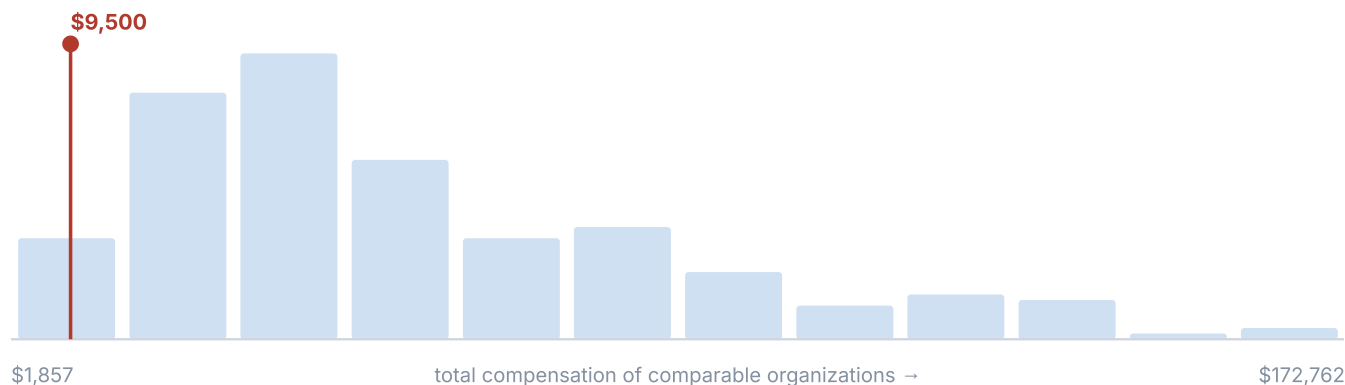
Benchmarked executive: Hunter R Pollock — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$114,428 and \$256,183 — 0.67x to 1.50x the subject's \$170,789 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

219 organizations qualified on sector, size, and geography → **219** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,690	\$28,221	\$43,083	\$74,100	\$109,262	\$9,500
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 3RD
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\$9,500



■ 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 NY 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
One King Inc	MO	\$170,845	President & Director	\$113,214	\$128,893	2024
China Services Ventures	MN	\$171,022	Executive Director	\$52,000	\$55,230	2024
Sierra Vista Bethel Church	AZ	\$172,154	Pastor	\$78,907	\$81,571	2024
Libertad En Cristo Ministries Inc	KS	\$168,253	President-trustee	\$37,100	\$43,083	2024
Living Bread Ministries	VA	\$168,238	President	\$32,620	\$33,855	2024
Soul Purpose Ministries	MN	\$173,385	Director	\$30,000	\$31,863	2024
Core Fellowship Foundation	CO	\$167,726	President & Ceo	\$91,600	\$97,201	2023
Shekinah Glory Ministries Inc	OK	\$167,396	President	\$35,684	\$42,236	2024
Whetstone Ministries Ron Fuhrman	AR	\$175,318	Director	\$20,800	\$25,131	2024
Iglesia De Dios En Freeport Inc	NY	\$166,191	President	\$24,596	\$23,890	2024
Abundance Of Life Temple Ministries	LA	\$175,559	Secretary/treasurer	\$18,550	\$21,956	2024
Kingdom Life Ministries International	CO	\$175,984	President	\$105,122	\$108,349	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
America's Family Coaches Inc	IA	\$165,341	President, Ceo	\$60,000	\$72,703	2023
La Prayer Mountain	CA	\$177,081	Secretary	\$9,000	\$8,354	2024
Milwaukee Inncity Congregations	WI	\$177,134	Executive Director/lead Or	\$63,168	\$73,006	2023
Freedom Fellowship Inc	WI	\$177,390	Pres/director/pastor/secretary	\$51,000	\$58,943	2023
Young's Chapel Missionary Baptist	GA	\$177,843	Pastor	\$26,121	\$28,232	2024
Chinese Outreach	CA	\$163,643	Program Producer	\$32,246	\$29,930	2024
Greenwood Ministries Association	MI	\$177,975	Camp Director	\$29,000	\$33,125	2023
Uk Usa Ministries	TX	\$163,586	Director	\$21,000	\$22,581	2024
Frontline Ministries Inc	SC	\$162,941	President	\$42,000	\$48,489	2023
Onesimus Ministry	CA	\$162,845	Rev. & President	\$43,680	\$41,740	2023
Operation Transformation	MI	\$179,261	Exec Director	\$64,751	\$71,840	2024
The Living Word Outdoor Drama Inc	OH	\$162,084	Executive Di	\$35,360	\$41,446	2023
Tom Farrell Evangelistic Ministries Inc	NC	\$161,436	Exec Dir	\$18,000	\$19,992	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 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 NY 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	219 organizations. Compensation range \$1,857–\$172,762; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$170,789); for reference, expenses \$203,150 and assets \$4,652,717.
ROLE MATCH	Hunter R Pollock, reported title " <i>PRESIDENT</i> ", 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	4 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	3 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 (Hunter R Pollock) 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 219 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$9,500 is reasonable (approximately the 3rd 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.