

# 4 The World Resource Distributors

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Gerard Flokstra Iii, Executive Director / CEO** (\$79,706) against **every comparable organization** that fit the selection criteria — **292** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

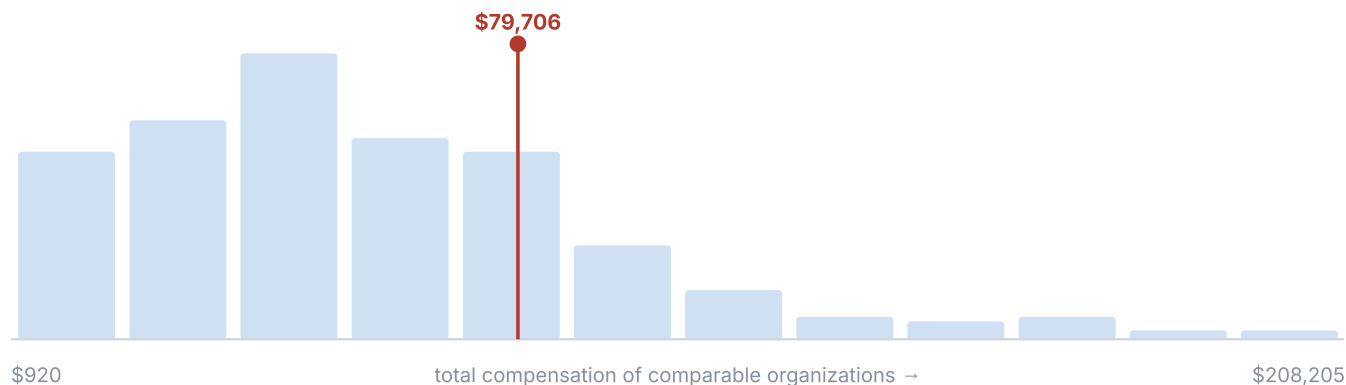
**Benchmarked executive:** Gerard Flokstra Iii — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$196,625 and \$440,206 — 0.67x to 1.50x the subject's \$293,471 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

**292** organizations qualified on sector, size, and geography → **292** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,096	\$29,552	\$50,116	\$76,137	\$103,642	\$79,706
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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 MO 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
<a href="#">Latin American Christian Covenant</a>	TX	\$294,591	President	\$33,000	<b>\$31,991</b>	2024
<a href="#">Crosslife Ministries Inc</a>	NC	\$295,313	President	\$103,617	<b>\$103,759</b>	2024
<a href="#">Be2live</a>	CA	\$291,496	Vice-president	\$57,974	<b>\$48,515</b>	2024
<a href="#">Good News Kenya Inc</a>	WI	\$295,662	Officer	\$31,840	<b>\$32,226</b>	2024
<a href="#">Emmaus Institute For Biblical</a>	NE	\$296,283	President	\$40,700	<b>\$43,677</b>	2023
<a href="#">Banks County Christian Learning</a>	GA	\$296,595	Director	\$18,625	<b>\$18,149</b>	2024
<a href="#">Ancora Ministries Inc</a>	TX	\$296,864	Executive Director	\$56,500	<b>\$56,391</b>	2023
<a href="#">Marriage In Focus Inc</a>	AL	\$296,963	Chairman	\$75,000	<b>\$78,524</b>	2024
<a href="#">Regions Beyond International Inc</a>	FL	\$297,125	Pres	\$177,040	<b>\$161,181</b>	2024
<a href="#">Institute For World Evangelization</a>	OR	\$289,157	President	\$6,666	<b>\$6,176</b>	2023
<a href="#">Celebrating Life Ministries</a>	IL	\$298,915	President	\$90,000	<b>\$88,282</b>	2023
<a href="#">Ctw Ministries Inc</a>	TX	\$298,945	Director	\$26,900	<b>\$26,078</b>	2024
<a href="#">Grace Haven Biblical Renewal Ministries Inc</a>	IN	\$299,479	Counselor	\$90,180	<b>\$92,164</b>	2024
<a href="#">Bsf International Properties Corp</a>	TX	\$300,014	President	\$19,915	<b>\$19,306</b>	2024
<a href="#">Renew Polk Inc</a>	FL	\$286,802	Director	\$22,750	<b>\$20,712</b>	2024
<a href="#">Hope Academy</a>	CA	\$300,477	Educational	\$36,000	<b>\$31,016</b>	2023
<a href="#">Shepherd Ministries Inc</a>	IA	\$286,106	Treasurer	\$62,791	<b>\$66,629</b>	2024
<a href="#">Marsha Mansour Ministries</a>	NJ	\$285,516	President	\$101,729	<b>\$88,024</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">K-nation Group</a>	TX	\$302,088	Ceo	\$100,000	<b>\$99,807</b>	2023
<a href="#">Nhntx Inc</a>	TX	\$302,451	Executive Dir.	\$77,044	<b>\$74,689</b>	2024
<a href="#">Poimen Ministries</a>	CA	\$303,501	President	\$61,118	<b>\$51,146</b>	2024
<a href="#">Covenant Church International Ministries Inc</a>	GA	\$283,415	Maksimyuk	\$34,000	<b>\$34,109</b>	2023
<a href="#">Healing Door Ministries</a>	CO	\$303,616	Mohr	\$15,000	<b>\$14,351</b>	2023
<a href="#">Gomotion Worldwide Inc</a>	GA	\$283,252	President	\$213,665	<b>\$208,205</b>	2024
<a href="#">Promised Land Living</a>	NC	\$283,214	Executive Di	\$36,000	<b>\$36,050</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2025 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 MO 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	292 organizations. Compensation range \$920–\$208,205; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$293,471); for reference, expenses \$425,146 and assets \$519,229. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Gerard Flokstra Iii, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 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	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	76 <sup>th</sup>
Reportable pay only (column D), adjusted	83 <sup>rd</sup>
All sources (D + E + F), adjusted	74 <sup>th</sup>

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 (Gerard Flokstra lii) 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 292 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,706 is reasonable (approximately the 78<sup>th</sup> 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.