

Skatechurch Inc

Executive Director / CEO

EIN 200526917
 OR · NTEE X99
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Paul Anderson, Executive Director / CEO** (\$78,000) against **every comparable organization** that fit the selection criteria — **240** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

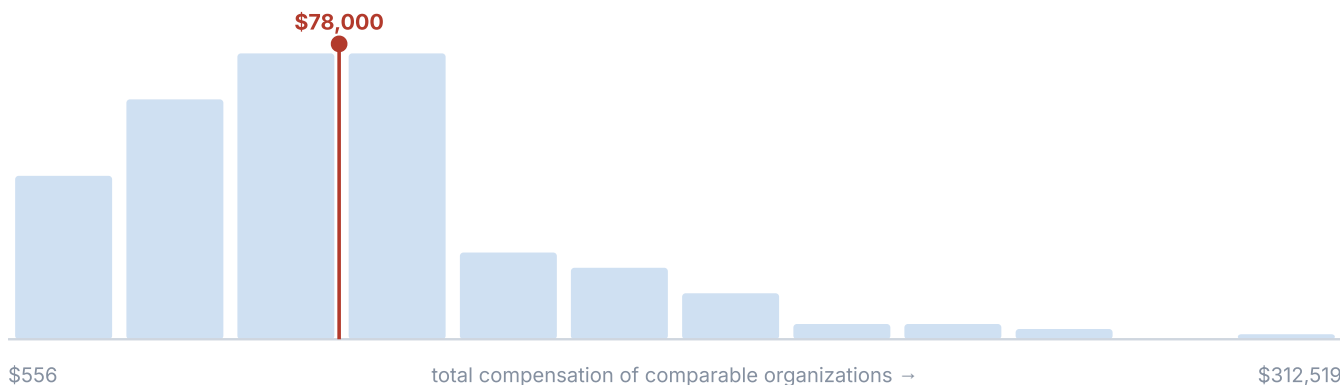
Benchmarked executive: Paul Anderson — reported title “Exec Dir - NO compensation for board duties”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$330,405 and \$739,714 — 0.67x to 1.50x the subject's \$493,143 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

240 organizations qualified on sector, size, and geography → **240** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$20,223	\$43,504	\$74,471	\$97,726	\$144,492	\$78,000
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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
Saturation Church Planting International	CA	\$495,253	Presidentfounder	\$96,377	\$89,615	2024
Gary Randall Ministries	WA	\$496,288	President	\$140,111	\$135,079	2024
Nexus Impact Center Inc	IN	\$496,633	President & Ceo	\$48,000	\$54,508	2024
Care Plus Foundation Inc	NJ	\$496,896	Ceo/president-thru 12/22	\$53,595	\$53,050	2023
Newport Mesa Individual And Family	CA	\$489,324	Executive Dir.	\$183,591	\$170,710	2024
Electronic Bible Fellowship Inc	PA	\$488,852	President	\$55,365	\$61,209	2023
Fellowship Of Christians United For	GA	\$487,031	Executive Director	\$45,000	\$50,162	2023
Hope Ministries Of Northeast Texas	TX	\$500,151	Executive Dir.	\$50,525	\$56,031	2023
Rabbanut Nfp	IL	\$485,571	Treasurer & Director	\$18,000	\$18,564	2025
Fathers House Educational Foundation	TX	\$485,513	Executive Director	\$67,600	\$74,967	2023
Legacy Disciple	IL	\$485,142	Secretary	\$35,693	\$37,786	2024
Q Christian Fellowship	IL	\$501,402	Executive Director	\$6,731	\$7,126	2024
Linden Grove Ministries	NJ	\$501,463	Co-director	\$77,241	\$74,262	2024
Gateway Empowerment Inc	AL	\$484,096	President	\$8,000	\$9,581	2023
Bob Crow World Missions Outreach	TX	\$503,850	President	\$46,500	\$50,088	2024
Narrow Gate Foundation	NV	\$505,446	President	\$135,858	\$146,643	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lead222 United Ltd	IL	\$505,606	Executive Dir.	\$90,800	\$96,125	2024
Locs Incorporated	OH	\$505,976	President	\$186,215	\$212,382	2024
Sean Smith Ministries Inc	CA	\$507,041	President	\$84,000	\$76,093	2025
Catalyst For Harmony	MN	\$508,150	President	\$122,472	\$130,313	2024
4 Tucson Inc	AZ	\$477,046	Ceo	\$83,846	\$89,397	2023
Milwaukee Kollel Inc	WI	\$511,051	Executive Di	\$64,400	\$74,563	2023
Anam Cara Ministries	CO	\$511,230	Executive Director	\$104,075	\$104,692	2025
Lewis County Gospel Mission	WA	\$474,490	Vice Preside	\$40,139	\$38,698	2024
Emmaus Ministries	FL	\$474,336	President	\$85,281	\$86,270	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 240 organizations. Compensation range \$556–\$312,519; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$493,143); for reference, expenses \$282,795 and assets \$1,295,733. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Paul Anderson, reported title *"Exec Dir - NO compensation for board duties"*, 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 11 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	56 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	54 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 (Paul Anderson) 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 240 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,000 is reasonable (approximately the 56th 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.