

Wellspoken Ministries

Executive Director / CEO

EIN 201512939

SC · NTEE X99

FY ending 2022-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chris Wells, Executive Director / CEO** (\$50,744) against **every comparable organization** that fit the selection criteria — **156** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

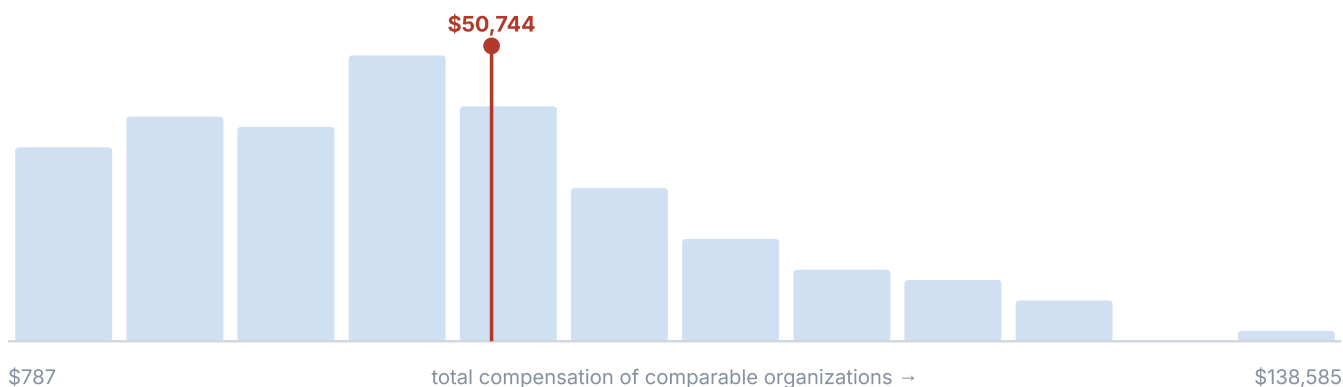
Benchmarked executive: Chris Wells — reported title “EXEC. DIR/PRES”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$110,161 and \$246,630 — 0.67x to 1.50x the subject's \$164,420 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

156 organizations qualified on sector, size, and geography → **156** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,305	\$23,000	\$40,749	\$61,197	\$86,130	\$50,744
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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 SC 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
Laszlo Mission League Inc	KS	\$164,527	Director	\$12,000	\$11,595	2024
Lao Conference Of Churches	FL	\$164,827	Director	\$16,400	\$14,186	2023
Jerusalem Cornerstone Foundation	WI	\$165,083	Secretary	\$24,475	\$22,862	2024
Solid Rock Ministries Of Vidor	TX	\$163,404	President	\$17,515	\$16,133	2023
Sierra Vista Volunteer Interfaith Caregiver Program Inc	AZ	\$166,016	Executive Director	\$76,086	\$67,379	2023
Greater Treme Consortium Inc	LA	\$166,487	Exec Dir	\$35,500	\$34,962	2024
7 Figure Foundation	UT	\$162,271	Executive Director	\$40,008	\$36,623	2024
House Of Hope Of Alachua County Inc	FL	\$162,165	Executive Director	\$65,000	\$54,613	2024
Lxi Inc	TN	\$166,895	Executive Di	\$43,500	\$40,895	2024
Craig Larson Evangelistic	TX	\$161,746	President	\$124,792	\$114,944	2023
Revelation Retreats	CO	\$161,681	President	\$9,000	\$7,719	2024
Equip India Inc	FL	\$161,187	President	\$60,000	\$50,412	2024
Gracepoint Institute	NE	\$168,467	Ceo	\$56,250	\$55,709	2023
The Katz-helen And Ray Whittle Jr	GA	\$168,587	Executive Dir.	\$26,460	\$24,498	2023
Eternal Awakenings	TX	\$168,858	President	\$6,000	\$5,368	2024
Mision De Jesucristo Fuente De Salvacion	CA	\$168,982	Minister	\$26,400	\$20,389	2024
Common Grace Ministries Inc	IN	\$171,687	Exec Directo	\$53,655	\$52,101	2023
Isnag Ministries Foundation	NC	\$171,898	President	\$30,000	\$27,724	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Aasha India	UT	\$155,990	Dir Of Opera	\$7,427	\$6,799	2024
Perkins Partnership Ministries	TX	\$155,829	President	\$33,000	\$29,524	2024
His Healing Light Ministries	CO	\$173,266	Founding Director	\$42,716	\$36,633	2024
Camp Presmont Inc	OH	\$174,442	Executive Director	\$24,833	\$24,219	2023
Louder Than Words Ministries	NC	\$153,970	Executive Director	\$32,400	\$29,942	2024
Cdaide Inc	ID	\$176,553	Executive Dir.	\$81,580	\$75,617	2025
Emmanuel Missionary Institute Inc	MD	\$151,000	President	\$85,090	\$71,149	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC cost of living and 2022 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 SC 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	156 organizations. Compensation range \$787–\$138,585; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$164,420); for reference, expenses \$102,294 and assets \$238,655.
ROLE MATCH	Chris Wells, reported title "EXEC. DIR/PRES", 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	1 peer 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	63 rd
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	62 nd

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 (Chris Wells) 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 156 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,744 is reasonable (approximately the 63rd 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.