

Reaching International

Executive Director / CEO

EIN 201776620
TX · NTEE X05
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Robby Mcgee, Executive Director / CEO** (\$50,004) against **every comparable organization** that fit the selection criteria — **539** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

Benchmarked executive: Robby Mcgee — reported title “PRESIDENT/DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X05).
BUDGET	Total revenue between \$79,860 and \$178,792 — 0.67x to 1.50x the subject's \$119,195 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

539 organizations qualified on sector, size, and geography → **539** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,377	\$17,989	\$33,992	\$56,548	\$85,316	\$50,004
---------	----------	----------	----------	----------	----------



■ 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 TX 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
Kingdom Strategies International	CA	\$119,229	President And Executive Director	\$52,000	\$44,888	2024
Mt Zion Pentecostal Churches Of God	NJ	\$119,356	President	\$28,600	\$27,359	2022
Women's Circle Inc	FL	\$119,472	Director	\$72,000	\$69,615	2023
Phat An Temple Inc	FL	\$119,517	President	\$17,200	\$16,153	2024
Congregacion Maranatha Inc	MA	\$118,535	President	\$6,000	\$5,390	2024
Bethel Institute For Social Justice	MA	\$118,444	Cfo	\$20,412	\$18,879	2023
Shalam Ministries Ltd	MO	\$118,306	President And Director	\$26,220	\$27,762	2024
This Redeemed Life	TX	\$120,165	President	\$33,815	\$33,815	2024
Sylvan Nook Church Of Christ	IN	\$118,134	Secretary And Minister	\$65,385	\$70,967	2023
Grad Resources	TX	\$117,974	Chairman	\$72,000	\$72,000	2024
Ron Herrod Evangelistic Ministry Association	TN	\$117,825	Board Member	\$67,404	\$72,921	2023
Abide In Him Ministries Inc	NC	\$117,818	Chairman	\$71,500	\$73,855	2024
Christian Television Network Inc Mo	FL	\$117,557	President	\$7,630	\$7,377	2023
Community Church Of Praise	SC	\$121,024	Pastor	\$34,485	\$38,545	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Charis Foundation For New Monasticism & Interspirituality	NM	\$121,147	President, Director Of Keating-schachter Center	\$50,800	\$54,621	2024
The Annesley Association Of Senior	PA	\$121,151	President	\$10,380	\$10,348	2024
Mary Esther Church Of Christ	FL	\$116,799	Evangelist & Secretary	\$52,800	\$51,051	2023
Harvest Home Farmsinc	WI	\$121,598	Treasurer	\$34,792	\$37,397	2023
Joyous Community Church	CA	\$116,726	Ceo	\$40,000	\$34,529	2024
Kevin Derryberry Ministries Inc	AL	\$121,704	President	\$33,000	\$35,640	2024
Touch Life Mission	CA	\$116,675	President	\$32,400	\$28,795	2023
Christ The Reconciler Inc	TX	\$121,769	President	\$16,500	\$16,500	2024
Steadfast Family Farm Inc	GA	\$116,606	Treasurersecretary	\$22,246	\$22,361	2024
Church United	CA	\$116,515	Vice President	\$45,000	\$38,845	2024
Smc Bookshop Inc	OH	\$121,949	Manager, Retail Sales	\$9,151	\$9,439	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 539 organizations. Compensation range \$1–\$473,127; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$119,195); for reference, expenses \$120,802 and assets \$1,558,336.
ROLE MATCH	Robby Mcgee, reported title " <i>PRESIDENT/DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	70 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	66 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 (Robby Mcgee) 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 539 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,004 is reasonable (approximately the 70th 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.