

The Redimere Group

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Harvey Powers, Executive Director / CEO** (\$143,049) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

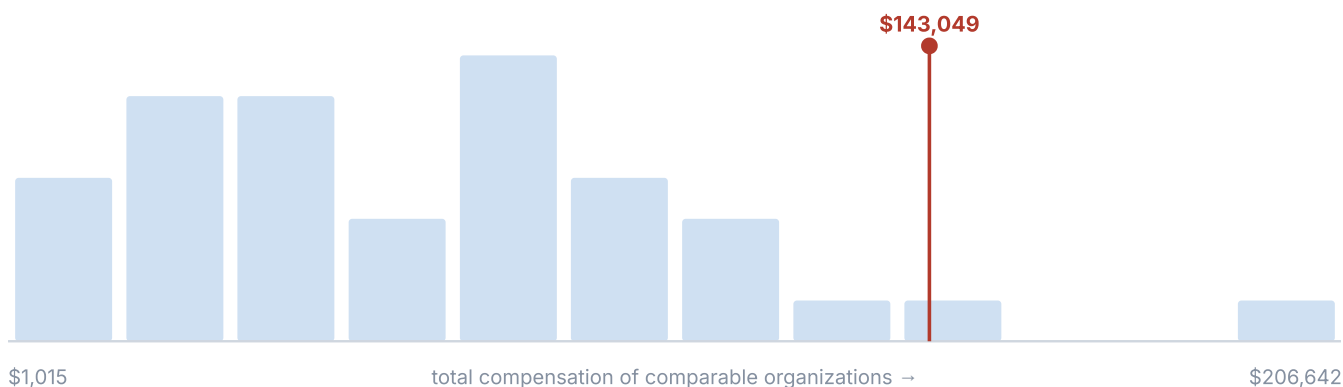
Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Harvey Powers — 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 (X19).	
BUDGET	Total revenue between \$136,070 and \$304,635 — 0.67x to 1.50x the subject's \$203,090 (the band tightens as size grows).	
GEOGRAPHY	Same NTEE sector (X19), nationwide + budget 0.67–1.5x revenue.	
36	organizations qualified on sector, size, and geography	→ 36 within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,223	\$31,929	\$66,179	\$95,540	\$112,704	\$143,049
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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 CO 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
National Latino Evangelical Coalition Inc	FL	\$203,313	President	\$40,000	\$39,188	2023
Awaken Hearts	NE	\$204,190	President	\$24,022	\$26,172	2024
Love Inc Of Linn County	OR	\$200,186	Executive Director	\$22,438	\$22,622	2022
Restoration Ministries	MN	\$206,537	Executive Di	\$72,000	\$72,066	2024
Gospel Care Ministry Inc	KY	\$199,177	President	\$15,600	\$16,977	2024
Training Pastors International	VA	\$208,323	President, C	\$122,634	\$123,486	2023
Reaching Mankind For Christ Ministries	CA	\$188,603	Secretary	\$4,777	\$4,178	2024
Mark Purkey Ministries Inc	OK	\$187,072	President	\$100,000	\$114,836	2023
Hamilton Living Water Ministry Inc	OH	\$222,466	Exec. Direct	\$48,846	\$52,407	2024
Salt & Light Partners	MN	\$226,459	Excutive Director	\$67,392	\$69,447	2023
Capri Real Estate Holding Company	MN	\$178,067	Former Treasurer	\$1,014	\$1,015	2024
Star Lake Bible Camp Assn	MN	\$229,531	Camp Directo	\$62,853	\$62,911	2024
Kingdom Dog Ministries	TX	\$176,408	Director	\$72,000	\$72,956	2024
Unity Temple Restoration Foundation	IL	\$230,930	Executive Director	\$207,500	\$206,642	2024
Rough Cut Men Ministries Inc	FL	\$174,512	Director	\$60,500	\$57,572	2024
Global Encounters Missions	CA	\$232,377	Executive Di	\$51,440	\$44,994	2024
Ginosko Leadership Ministries	IL	\$168,451	Exec. Director Chair	\$83,760	\$83,414	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Young Leaders Inc	GA	\$167,577	Ceo - Catalyst Leaders	\$45,000	\$45,833	2024
Healthy Growing Leaders Inc	SC	\$241,865	Chairman	\$94,500	\$102,814	2023
Leading Saints	UT	\$251,452	Executive Director	\$101,383	\$105,108	2024
The Healing Path Ministries Inc	CA	\$153,921	President	\$109,200	\$95,517	2024
Passion Promise Ministries	TN	\$148,411	Ceo/president	\$44,802	\$47,704	2024
Waterhose Ministries Inc	TX	\$147,263	President	\$20,000	\$20,864	2023
Ebecc Library Inc	MA	\$259,122	Treasurer	\$34,379	\$31,294	2024
Straightway Holdings Inc	MO	\$260,017	President & Treasurer	\$89,114	\$95,609	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	36 organizations. Compensation range \$1,015–\$206,642; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$203,090); for reference, expenses \$171,922 and assets \$105,625.
ROLE MATCH	Harvey Powers, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	94 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	86 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 (Harvey Powers) 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 36 similarly situated organizations (Same NTEE sector (X19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$143,049 is reasonable (approximately the 94th 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.