

# American Friends Of The Episcopal Church Of The Sudans

EIN 203104241

VA · NTEE X20

FY ending 2023-12-31

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Dane F Smith, Executive Director / CEO** (\$29,066) against **every comparable organization** that fit the selection criteria — **493** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Dane F Smith — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$104,838 and \$234,712 — 0.67x to 1.50x the subject's \$156,475 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

**493** organizations qualified on sector, size, and geography → **493** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$9,806</b> 10TH	<b>\$23,626</b> 25TH	<b>\$42,291</b> MEDIAN	<b>\$74,270</b> 75TH	<b>\$105,404</b> 90TH	<b>\$29,066</b> THIS ORG · 32ND
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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 VA 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="#">Three Five Ministries Inc</a>	VA	\$156,450	President & Pastor	\$82,320	<b>\$82,320</b>	2023
<a href="#">Ahava Ministries Inc</a>	OK	\$156,401	Foundermissionary	\$12,000	<b>\$13,293</b>	2024
<a href="#">Iglesia Elim Dover Nonprofit I</a>	NJ	\$156,376	President	\$15,200	<b>\$14,055</b>	2023
<a href="#">Goodlife Deliverance Ministries</a>	NY	\$156,261	Pastor	\$24,000	<b>\$21,816</b>	2024
<a href="#">Tommy Brandt Ministries Inc</a>	FL	\$156,047	P	\$11,750	<b>\$11,104</b>	2024
<a href="#">Mom2mom Atlanta South Inc</a>	GA	\$157,092	Executive Di	\$2,830	<b>\$2,789</b>	2025
<a href="#">Tcmg Holdings</a>	CO	\$157,205	Creative Dir.	\$36,000	<b>\$34,726</b>	2024
<a href="#">Marian Movement Of Priests</a>	ME	\$157,269	President & Treasurer	\$34,957	<b>\$35,213</b>	2024
<a href="#">The Rephidim Project</a>	ME	\$155,604	President	\$46,630	<b>\$46,971</b>	2024
<a href="#">Tim And Gaye Goad Ministries Inc</a>	FL	\$155,538	President	\$97,752	<b>\$92,379</b>	2024
<a href="#">Catalytic Foundation</a>	SC	\$157,432	President/ceo	\$122,558	<b>\$128,622</b>	2024
<a href="#">Grace Counseling Ministries Inc</a>	NJ	\$157,439	President	\$72,411	<b>\$65,038</b>	2024
<a href="#">Edens Redemption Inc</a>	OK	\$157,496	President	\$3,333	<b>\$3,692</b>	2024
<a href="#">Renewal</a>	CA	\$155,404	Ceo	\$5,821	<b>\$5,056</b>	2024
<a href="#">Greater Hayward House Of Hope Incorporated</a>	WI	\$157,547	Director	\$30,638	<b>\$33,139</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Iglesia Church Of Chirst</a>	IL	\$155,313	Barrera	\$44,040	<b>\$43,555</b>	2024
<a href="#">3ca Inc</a>	OH	\$158,114	President	\$3,000	<b>\$3,197</b>	2024
<a href="#">Forrest Ministries Inc</a>	FL	\$154,730	Director	\$30,000	<b>\$28,351</b>	2024
<a href="#">Sybarite Chamber Players Ltd</a>	NY	\$154,472	President/executive Direct	\$41,730	<b>\$37,934</b>	2024
<a href="#">Iglesia De Intercesion Encuentro Con Dios</a>	CA	\$154,427	Chief Executive Officer	\$19,740	<b>\$17,148</b>	2024
<a href="#">Christian Unity Press</a>	MI	\$154,227	Treasurer	\$68,000	<b>\$70,607</b>	2024
<a href="#">Champions Of Faith International Church Inc</a>	FL	\$158,926	President	\$17,900	<b>\$17,416</b>	2023
<a href="#">Central Christian Fellowship</a>	TN	\$159,283	President	\$31,449	<b>\$33,255</b>	2024
<a href="#">Faithworks Christians In Mission</a>	AZ	\$159,973	President	\$34,090	<b>\$33,955</b>	2023
<a href="#">Activation International Ministries</a>	MI	\$160,082	President	\$26,934	<b>\$27,966</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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** 493 organizations. Compensation range \$1–\$476,101; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$156,475); for reference, expenses \$125,860 and assets \$83,481.

**ROLE MATCH** Dane F Smith, reported title "*Executive Director*", 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	14 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	32 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	32 <sup>nd</sup>
Reportable pay only (column D), adjusted	38 <sup>th</sup>
All sources (D + E + F), adjusted	32 <sup>nd</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 (Dane F Smith) 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 493 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,066 is reasonable (approximately the 32<sup>nd</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.