

Eternal Vision Inc

Executive Director / CEO

EIN 204458362

WI · NTEE X02

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Matthew Davis, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **866** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Matthew Davis — 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 (X02).
BUDGET	Total revenue between \$96,361 and \$215,734 — 0.67x to 1.50x the subject's \$143,823 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

866 organizations qualified on sector, size, and geography → **866** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,707	\$20,362	\$36,448	\$62,907	\$93,159	\$12,000
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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 WI 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
Withhim Church	NV	\$143,842	Pastor	\$24,000	\$23,035	2023
Strategies4life Inc	FL	\$143,943	Director	\$2,000	\$1,748	2024
Biblical Faith Ministries Inc	TX	\$144,092	Office Manager	\$38,196	\$36,585	2023
Revelation Of Hope Ministries Inc	HI	\$143,550	President Ceo	\$80,000	\$66,615	2024
Mission 15-21	OR	\$143,482	President	\$45,360	\$39,178	2024
Espavo	NV	\$144,178	Chairman	\$72,000	\$65,393	2025
Copeland Family Supporting Organization	VA	\$144,179	Secretary	\$5,470	\$4,912	2024
Campus Christian Fellowship Asu	NC	\$143,336	Sr Campus Minister	\$62,560	\$60,119	2024
Pearce Foundation Inc	IL	\$143,244	Director	\$2,263	\$2,069	2024
Ministerio Internacional El Gran Yo Soy Inc	IN	\$144,409	Trustees	\$12,200	\$12,319	2023
Ikram Foundation For Empowerment	VA	\$144,607	Executive Director/board Member	\$74,923	\$67,281	2024
Ron Jones Ministries Inc	VA	\$144,758	Secretary	\$6,250	\$5,468	2025
Jonathan Del Turco Ministries Inc	MA	\$144,922	President	\$140,625	\$117,528	2024
Joshua's Way Inc	SC	\$145,119	President	\$16,500	\$16,010	2024
Suit Up Ministries	TX	\$142,508	Director	\$21,731	\$20,218	2024
Latter Glory Ministries	PA	\$142,392	President	\$12,600	\$11,687	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jesus Spoken Here Ministries Inc	GA	\$145,257	President	\$94,380	\$88,259	2024
Shekinah Glory Ministries	LA	\$145,272	President	\$55,235	\$58,238	2023
Restoration Ministries Inc	AZ	\$145,293	Director	\$55,000	\$50,648	2023
Catholic Charities Of The Archdiocese Of Indianapolis Inc	IN	\$145,334	Executive Director	\$17,795	\$17,003	2025
New Paradigm Christian Church	IN	\$145,593	Pastor	\$35,296	\$34,618	2024
International Praise Harvest Ministries	MD	\$145,600	General Overseer	\$30,341	\$27,161	2023
Kathie Davidson Ministries	TX	\$141,986	President	\$19,500	\$18,677	2023
Peter Snyder Ministries	AZ	\$141,972	President	\$70,500	\$63,058	2024
The Short Grass Foundation	OR	\$145,695	President	\$8,200	\$7,291	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 866 organizations. Compensation range \$1–\$440,169; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$143,823); for reference, expenses \$594,710 and assets \$862,960. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Matthew Davis, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	14 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	12 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 (Matthew Davis) 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 866 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 14th 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.