

# Interfaith Movement Promoting

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Joshua Scott, Executive Director / CEO** (\$33,159) against **every comparable organization** that fit the selection criteria — **286** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34<sup>th</sup>** percentile of comparable organizations within the typical range

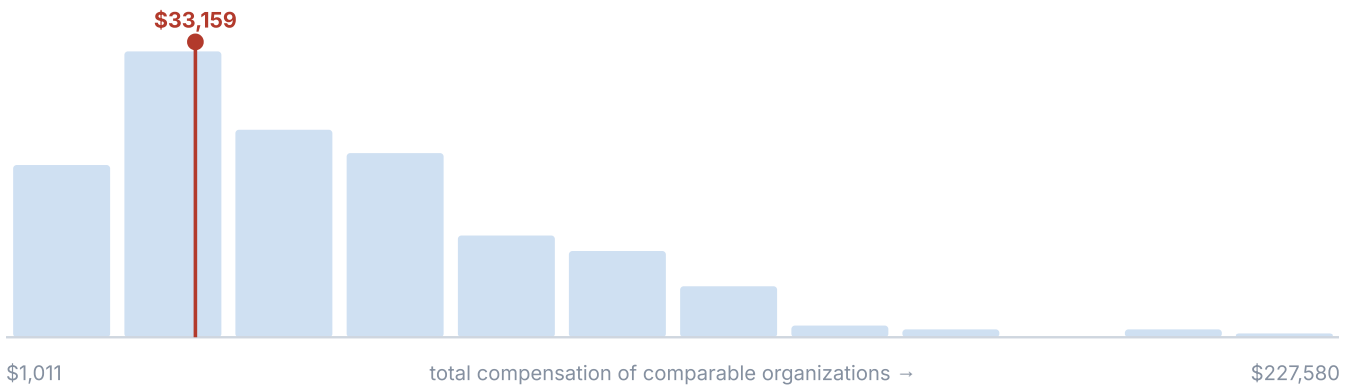
**Benchmarked executive:** Joshua Scott — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$139,159 and \$311,550 — 0.67x to 1.50x the subject's \$207,700 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

**286** organizations qualified on sector, size, and geography → **286** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,229	\$27,055	\$46,332	\$76,137	\$109,364	\$33,159
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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="#">African Transformational Leadership Inc</a>	TN	\$208,467	President	\$80,000	<b>\$87,092</b>	2023
<a href="#">Christians For Messiah Ministries</a>	SC	\$206,895	President	\$70,956	<b>\$74,466</b>	2024
<a href="#">Salem House Of Prayer</a>	OR	\$206,855	Director	\$36,843	<b>\$35,435</b>	2023
<a href="#">International Association Of Baptist Colleges And Universities</a>	TX	\$206,826	Executive Secretary	\$48,750	<b>\$49,056</b>	2024
<a href="#">The Mission Foundation Inc</a>	LA	\$208,658	Ex Dir/pres/minister	\$114,000	<b>\$126,279</b>	2024
<a href="#">One Kingdom Ministries Inc</a>	FL	\$208,792	Pastor/president	\$12,600	<b>\$11,908</b>	2024
<a href="#">Ronnie Phillips Ministries International Inc</a>	TN	\$205,992	President	\$85,000	<b>\$89,880</b>	2024
<a href="#">Living Water Community Clinic</a>	VA	\$209,530	Executive Director	\$36,000	<b>\$34,967</b>	2024
<a href="#">Larry Hutton Ministries</a>	GA	\$205,713	President	\$77,096	<b>\$80,285</b>	2023
<a href="#">Ministerio Internacional Encuentro Con Dios Inc</a>	FL	\$205,255	President	\$18,000	<b>\$17,513</b>	2023
<a href="#">Cross Cultural Ministries Inc</a>	GA	\$210,799	President & Ceo	\$36,000	<b>\$36,413</b>	2024
<a href="#">Walking With God Presbyterian</a>	GA	\$204,555	Pastor	\$46,500	<b>\$48,423</b>	2023
<a href="#">Victory Missions Inc</a>	FL	\$211,050	President	\$69,000	<b>\$65,207</b>	2024
<a href="#">Iconnect International</a>	TX	\$204,266	Ceo	\$42,000	<b>\$43,512</b>	2023
<a href="#">Echo Ministries Inc</a>	AR	\$204,019	President	\$80,000	<b>\$90,461</b>	2024
<a href="#">Revival Life Ministries Inc</a>	FL	\$211,404	President	\$117,045	<b>\$113,879</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Strategic Communications Group</a>	CA	\$203,762	President	\$13,718	<b>\$12,268</b>	2023
<a href="#">Living In Faith Ministries Inc</a>	OK	\$203,639	President	\$48,100	<b>\$53,281</b>	2024
<a href="#">Great Adventure Missions Inc</a>	GA	\$203,618	President	\$41,110	<b>\$42,811</b>	2023
<a href="#">Family Builders Ministries</a>	NH	\$203,461	Executive Director	\$65,848	<b>\$61,165</b>	2024
<a href="#">Boston Grace Presbyterian Church Inc</a>	MA	\$212,285	Junior Pastor	\$28,800	<b>\$26,804</b>	2023
<a href="#">Grand Rapids Initiative For Leaders</a>	MI	\$202,933	Ceo	\$58,500	<b>\$60,743</b>	2024
<a href="#">Background Mission Partners</a>	VA	\$202,922	President And Executive Director	\$89,774	<b>\$87,198</b>	2024
<a href="#">Christian Evangelism And Discipleship For America Inc</a>	CA	\$212,871	Program Director	\$71,213	<b>\$63,687</b>	2023
<a href="#">Adelphos - Usa</a>	IL	\$202,166	General Director	\$24,000	<b>\$23,124</b>	2025

**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** 286 organizations. Compensation range \$1,011–\$227,580; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$207,700); for reference, expenses \$225,856 and assets \$539,473.

**ROLE MATCH** Joshua Scott, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	34 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	41 <sup>st</sup>
All sources (D + E + F), adjusted	34 <sup>th</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 (Joshua Scott) 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 13, 2026, comparing compensation against 286 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,159 is reasonable (approximately the 34<sup>th</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 13, 2026.