

Limestone County Churches Involved

Executive Director / CEO

EIN 204758623

AL · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sarah Chadwell, Executive Director / CEO** (\$14,958) against **every comparable organization** that fit the selection criteria — **228** 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

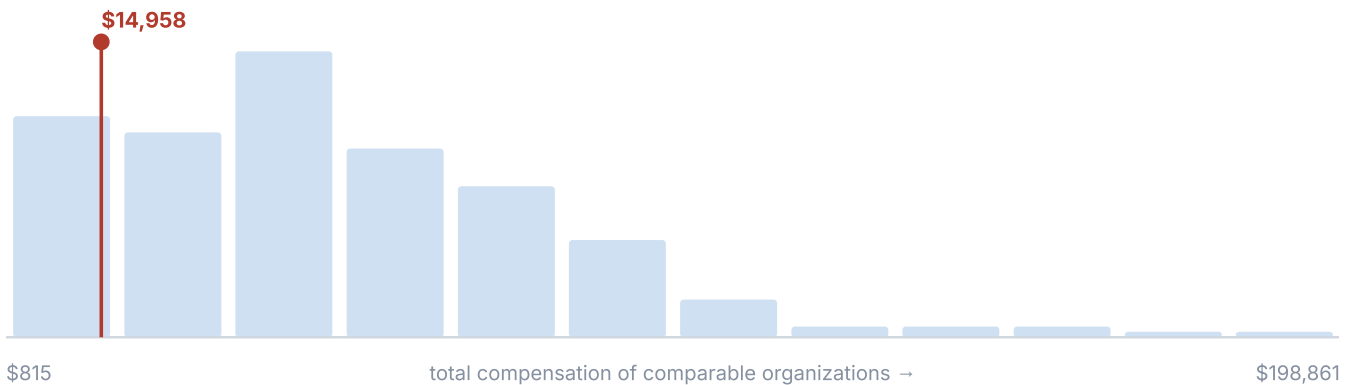
Benchmarked executive: Sarah Chadwell — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$139,161 and \$311,554 — 0.67x to 1.50x the subject's \$207,703 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

228 organizations qualified on sector, size, and geography → **228** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,853	\$25,026	\$44,440	\$67,886	\$90,906	\$14,958
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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 AL 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
Current Of Tampa Bay Inc	FL	\$208,514	President	\$11,200	\$9,739	2024
Christian Healing Network	CO	\$206,697	Executive Dir.	\$32,815	\$28,375	2025
True Daughters Inc	NC	\$206,637	President	\$68,958	\$67,902	2023
The 102 Project	NE	\$206,598	Executive Di	\$40,000	\$39,823	2024
Underground House Of Prayer	SD	\$206,489	President	\$15,667	\$16,478	2023
Arise Wellness	CA	\$209,159	President	\$45,000	\$35,968	2024
Transformation Ministries Inc	CO	\$209,269	Dir Of Educatn	\$17,107	\$15,184	2024
Bent-tree	TX	\$209,456	Director	\$108,000	\$102,954	2023
Faith At Work Inc	IA	\$210,587	Executive Director	\$114,490	\$119,465	2023
Harry Wilson Ministries Inc	OK	\$203,876	President	\$80,000	\$81,540	2024
Child Evangelism Fellowship Eastern Pennsylvania	PA	\$203,630	Director	\$36,081	\$34,290	2023
Kavod Vnichum	NJ	\$212,206	Executive Dir.	\$56,500	\$48,074	2023
Webster Men Of Courage Inc	LA	\$203,025	Director	\$60,000	\$62,961	2023
Rawtools Inc	CO	\$202,903	Executive Director	\$59,900	\$54,736	2023
Maritime Ministries Inc	NC	\$212,780	Treasurer	\$15,439	\$14,766	2024
Kindred Life Ministries Inc	IL	\$213,011	Director	\$27,875	\$25,367	2024
Terry Tripp Ministries	TN	\$213,220	President	\$60,000	\$58,378	2024
Score Ministries	MI	\$213,258	President	\$112,650	\$107,627	2024
Shepherding The Nations	CA	\$201,635	Intern'l Dir	\$61,300	\$48,996	2024
The Agape Puppets Inc	GA	\$213,813	Executive Di	\$54,450	\$52,174	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Interfaith Center Inc	AR	\$214,385	Executive Dir.	\$39,999	\$42,846	2023
Rogers Public Education Foundation	AR	\$200,270	Executive Di	\$52,500	\$56,238	2023
The Profound Treasury Dharma Foundation Inc	NY	\$198,750	Treasurer & Executive Director	\$12,000	\$10,037	2024
Camp Christian Of Northeast Oklahoma Inc	OK	\$198,689	Executive Director	\$38,796	\$40,711	2023
New Life Christian Center Inc	IN	\$198,595	Pastor President	\$6,000	\$6,030	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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	228 organizations. Compensation range \$815–\$198,861; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$207,703); for reference, expenses \$340,661 and assets \$162,169. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Sarah Chadwell, reported title " <i>President</i> ", 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	14 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	14 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 (Sarah Chadwell) 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 228 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,958 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.