

Catholic Action For Faith And Family

Executive Director / CEO

EIN 205114501

CA · NTEE X83

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Thomas J Mckenna, Executive Director / CEO** (\$84,000) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 71st percentile of comparable organizations

within the typical range

Benchmarked executive: Thomas J Mckenna — 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 (X83).

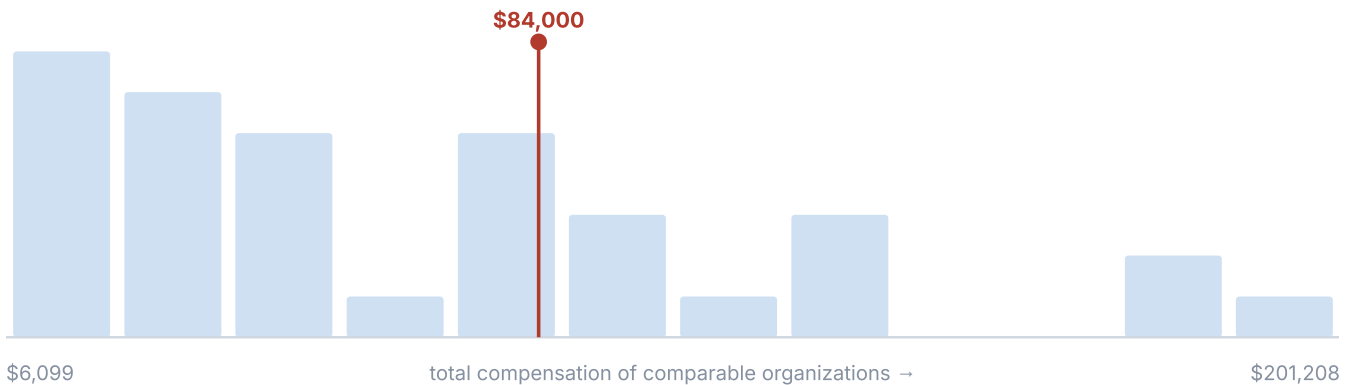
BUDGET Total revenue between \$229,437 and \$513,666 — 0.67x to 1.50x the subject's \$342,444 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X83), nationwide + budget 0.67–1.5x revenue.

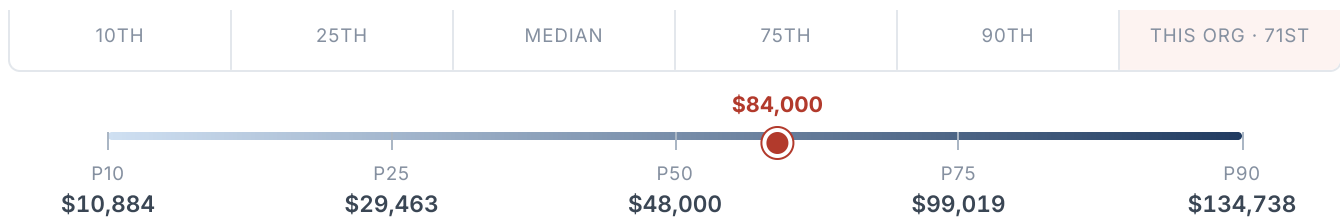
34 organizations qualified on sector, size, and geography

→ **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,884	\$29,463	\$48,000	\$99,019	\$134,738	\$84,000
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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 CA 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
Step Up To Life	NE	\$345,833	Executive Director	\$91,500	\$110,700	2024
Precious Present Truth Inc	MD	\$350,000	President	\$78,077	\$82,108	2024
Theology Matters Inc	SC	\$350,248	Admin	\$40,178	\$47,148	2024
Alexandrian Forum Inc Db Watermark Gospel	FL	\$353,356	President	\$88,800	\$93,836	2024
Dream Mentors International Inc	FL	\$330,206	President	\$31,200	\$32,969	2024
Search For The Truth Ministries	MI	\$327,890	Executive Di	\$6,497	\$7,544	2024
J17 Ministries Inc	AZ	\$325,888	Ceo	\$72,221	\$78,128	2024
Prayer Stations Inc	FL	\$360,841	President	\$7,500	\$7,926	2024
Contexticon Learning And Research Inc	MA	\$362,393	President	\$102,000	\$103,103	2024
Eidos Christian Center	CA	\$312,369	President/treas	\$75,500	\$73,334	2024
Crazy Cool Family	TX	\$312,117	President	\$150,000	\$168,781	2024
Anglican House Media Ministry Inc	CA	\$377,373	Ceo	\$24,000	\$24,000	2023
The Jewish Learning Group Inc	NY	\$307,347	Pres./dir.	\$28,000	\$29,301	2023
Fundacion Ramon Pane Inc	FL	\$304,158	Director	\$15,800	\$16,696	2024
Faithtree Resources	CA	\$301,860	Executive Director	\$75,000	\$75,000	2023
China Gospel Depot Inc	NJ	\$384,294	President	\$17,000	\$17,578	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Bible Association	MO	\$385,910	President	\$65,000	\$77,440	2024
Christ Church Media Inc	MS	\$389,384	President	\$23,219	\$29,948	2023
Fa Yuan Inc	NY	\$393,005	President	\$6,000	\$6,099	2024
Lamplighters International	MN	\$393,453	Executive Director	\$121,957	\$135,553	2024
Sunstone Education Foundation Incorporated	UT	\$395,748	Executive Director	\$85,000	\$100,747	2023
Christianity Explored Usa	TN	\$401,325	Ceo	\$151,419	\$174,419	2025
Ewtn Publishing Inc	AL	\$281,154	Chairman, Ceo & Governor	\$33,200	\$41,537	2023
Not By Works Inc	CO	\$404,009	President	\$50,000	\$55,523	2023
White Horse Ministries Inc	ID	\$275,261	President	\$13,921	\$17,150	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	34 organizations. Compensation range \$6,099–\$201,208; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$342,444); for reference, expenses \$465,498 and assets \$182,699.
ROLE MATCH	Thomas J Mckenna, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	71 st
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	68 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 (Thomas J Mckenna) 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 10, 2026, comparing compensation against 34 similarly situated organizations (Same NTEE sector (X83), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,000 is reasonable (approximately the 71st 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 10, 2026.