

Sandra Hancock Ministries Inc

Executive Director / CEO

EIN 208170553

TN · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sandra C Hancock, Executive Director / CEO** (\$1,800) against **every comparable organization** that fit the selection criteria — **158** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Sandra C Hancock — 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 (X20).

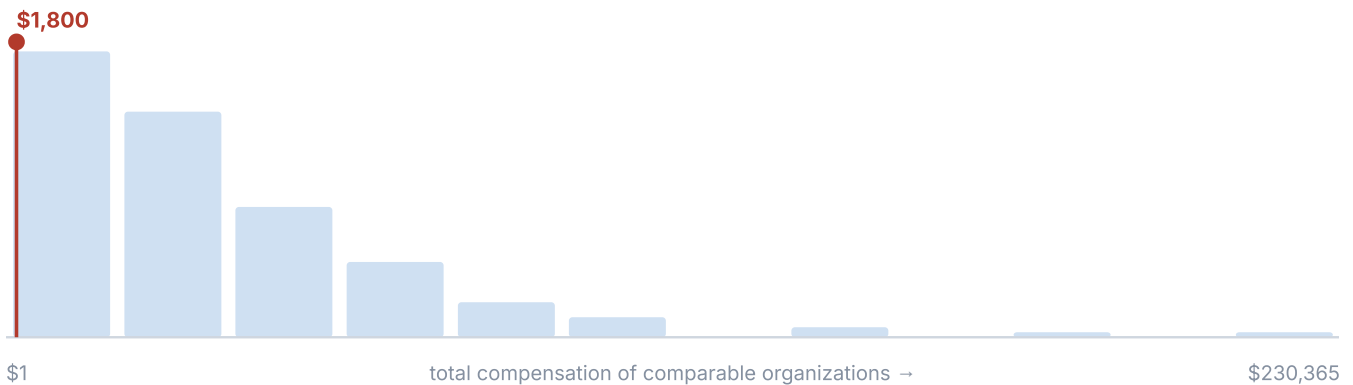
BUDGET Total revenue between \$62,098 and \$139,027 — 0.67x to 1.50x the subject's \$92,685 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

158 organizations qualified on sector, size, and geography

→ **158** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,821	\$11,755	\$28,905	\$46,978	\$72,181	\$1,800
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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 TN 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
Omkwm	CA	\$92,709	Cfo	\$36,000	\$29,574	2024
Washington Prayer Coalition	VA	\$92,843	Director	\$9,000	\$8,267	2024
One More Church Inc	IN	\$91,745	Executive Director	\$67,634	\$69,859	2023
Christian Vision Inc	HI	\$91,692	President	\$12,000	\$10,221	2024
All Will Know Him Inc	FL	\$91,531	Director	\$7,090	\$6,336	2024
Point Of Change Jail And Street Ministry Inc	MD	\$91,148	Founder, Sr. Pastor, Executive Director	\$46,251	\$41,137	2024
Todd Bailey Ministries Inc	CO	\$94,353	President	\$35,600	\$32,475	2024
David's Tent International Inc	CA	\$90,988	Managing Director Ceo	\$51,600	\$42,389	2024
Gap Kingdom Ministries	VA	\$95,003	Pastor & Director	\$2,985	\$2,823	2023
Happy Caldwell Ministries Inc	AR	\$95,305	President	\$85,000	\$90,896	2024
Triumphant Mercy Ministries Inc	AL	\$89,471	President/di	\$135,000	\$142,849	2023
Fit-2-serve Inc	IL	\$89,329	Executive Director	\$41,325	\$38,651	2024
Legacy Of Leadership International	CO	\$89,290	President	\$45,300	\$42,545	2023
Light Of The World Evangelization	IL	\$96,199	Executive Di	\$70,000	\$63,783	2025
High Rock Missionary Baptist Church	MD	\$97,090	Pastor	\$18,360	\$16,330	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Barrett International Ministries	OH	\$88,009	Pastor	\$21,900	\$22,719	2023
Church Of Judah Worship Center Inc	AL	\$87,772	President	\$9,000	\$9,250	2024
Charisma In Mission Inc	CA	\$97,708	Secretary	\$52,000	\$43,979	2023
Gathering Of Leaders	TX	\$87,582	Ex Officio	\$1,000	\$980	2023
Gospel Glory Inc	VA	\$98,139	President	\$17,000	\$16,077	2023
Center For Children And Theology	DC	\$86,729	Director Of Cctheo (Not On The Board)	\$27,385	\$23,537	2023
Center For Pastoral Effectiveness	CO	\$86,674	Director	\$31,000	\$28,279	2024
One Kingdom Mission	GA	\$86,380	Pastor	\$42,500	\$40,654	2024
Trinity Foundation	TN	\$99,010	President And Director	\$72,999	\$75,155	2023
A Faithful Presence	TX	\$99,319	Executive Director	\$69,600	\$66,235	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 158 organizations. Compensation range \$1–\$230,365; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$92,685); for reference, expenses \$136,706 and assets \$232,393. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Sandra C Hancock, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	4 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 (Sandra C Hancock) 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 158 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,800 is reasonable (approximately the 4th 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.