

Child Evangelism Fellowship Inc Of Schuylkill County

Executive Director / CEO

EIN 231730864
 PA · NTEE O55Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Shelley Hikes, Executive Director / CEO** (\$42,310) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

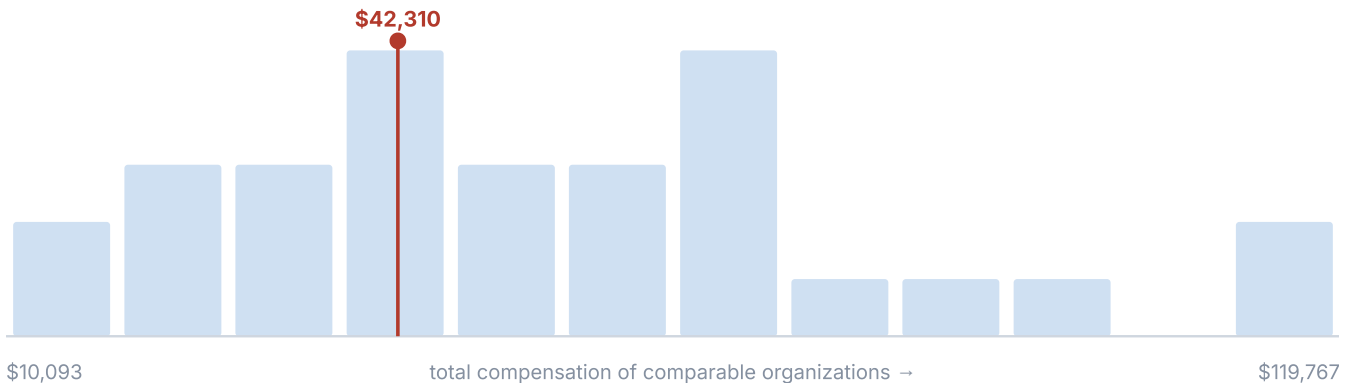
Benchmarked executive: Shelley Hikes — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O55Z).
BUDGET	Total revenue between \$134,328 and \$300,735 — 0.67x to 1.50x the subject's \$200,490 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O55), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,606 10TH	\$33,298 25TH	\$51,219 MEDIAN	\$70,150 75TH	\$90,457 90TH	\$42,310 THIS ORG · 38TH
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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 PA 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
Child Evangelism Fellowship Of Nh Inc	NH	\$203,030	Secretary	\$32,234	\$29,846	2023
Youth With A Mission West Virginia	WV	\$194,181	President	\$47,482	\$48,784	2025
Platte Valley Area Youth For Christ	NE	\$210,193	Executive Di	\$65,000	\$66,339	2025
Celebrate Ministries Inc	MI	\$189,084	President	\$67,613	\$67,974	2024
Child Evangelism Fellowship Inc	KS	\$212,981	State Director Employee	\$110,400	\$116,169	2024
Kids First Family Fellowship Inc	GA	\$213,285	Director	\$23,867	\$23,374	2024
Franklin Fellows	TN	\$178,492	Executive Director	\$93,333	\$95,555	2024
Luke Project Inc	GA	\$177,539	President	\$72,500	\$73,100	2023
East Michigan Youth For Christ	MI	\$225,951	Executive Dir	\$73,500	\$73,892	2024
Mountain Fountain Creations	CO	\$228,864	President	\$43,965	\$41,062	2024
Haven On The Rock	WY	\$230,495	Executive Director	\$30,000	\$31,289	2024
Seal Team Ministries Inc	GA	\$230,727	Executive Director	\$122,293	\$119,767	2024
Crossroads Youth Works	CO	\$169,639	Executive Director	\$53,268	\$51,219	2023
Child Evangelism Fellowship Of Ches	PA	\$239,760	Director	\$77,416	\$77,416	2023
Kansas Bible Camp Inc	KS	\$243,192	Director	\$20,860	\$21,384	2025
Lighthouse Community Center	WA	\$248,689	President	\$46,123	\$41,409	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Anglican Youth Ministry	NC	\$255,273	Acting Director	\$44,084	\$44,366	2024
Urban Church Advocates	IL	\$255,801	President	\$55,000	\$51,308	2025
Arizona Urban Youth Ministries	AZ	\$256,762	Program Manager	\$64,604	\$60,517	2024
Base Camp Urban Outreach	MI	\$141,067	Executive Di	\$44,584	\$46,146	2023
Released Time Christian Education	CA	\$139,984	Executive Dir.	\$12,000	\$10,093	2024
All Consuming Fire Ministries Inc	TX	\$139,569	President	\$42,000	\$42,130	2023
Kings Kids El Paso Inc	TX	\$269,908	Outreach	\$72,000	\$70,150	2024
Anhar Institute	GA	\$271,596	Executive Director	\$34,000	\$33,298	2024
Twin Peaks Bible Camp	CO	\$272,620	Executive Director	\$58,999	\$56,730	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 29 organizations. Compensation range \$10,093–\$119,767; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$200,490); for reference, expenses \$191,295 and assets \$329,943.

ROLE MATCH Shelley Hikes, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	38 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	38 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 (Shelley Hikes) 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 29 similarly situated organizations (Same NTEE sector (O55), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,310 is reasonable (approximately the 38th 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.