

This analysis benchmarks the total compensation of **Kate E Good, Executive Director / CEO** (\$100,512) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

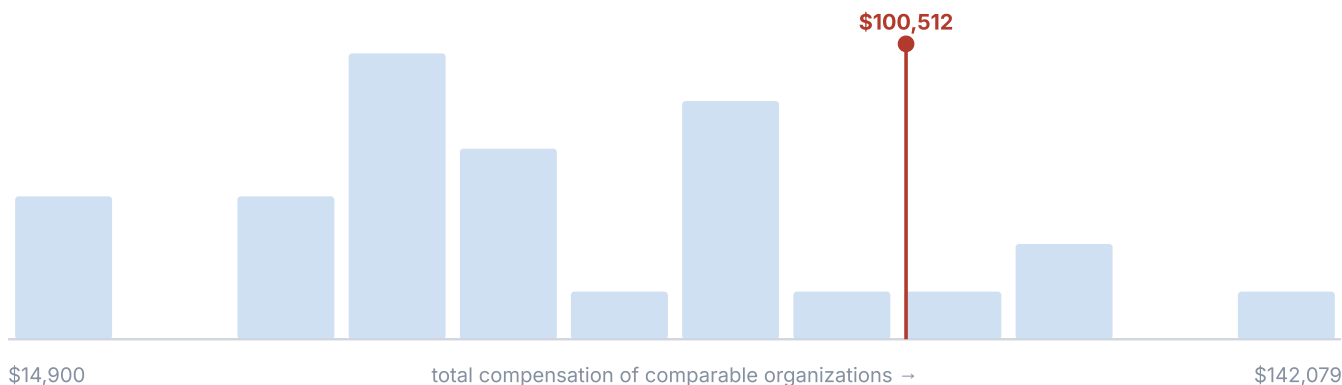
Benchmarked executive: Kate E Good — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20Z).
BUDGET	Total revenue between \$302,543 and \$677,335 — 0.67x to 1.50x the subject's \$451,557 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + PA + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,778	\$47,181	\$66,442	\$81,566	\$110,524	\$100,512
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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
Pittsburgh Region International Student Ministries	PA	\$449,821	Director	\$146,276	\$142,079	2024
Philadelphia Gospel Movement	PA	\$442,644	Executive Di	\$86,000	\$83,533	2024
Armor Of Light	PA	\$441,786	Administrator	\$40,039	\$40,039	2023
Big Brothers Big Sisters Of Northeastern	PA	\$495,450	Chief Executive Officer	\$68,404	\$66,442	2024
Northwestern Pennsylvania Baptist	PA	\$498,574	Executive Director	\$71,545	\$71,545	2023
Global Tribes Outreach Inc	PA	\$505,427	Field Director	\$18,333	\$17,807	2024
Ag Riverside In Philadelphia	PA	\$380,598	President	\$52,500	\$52,500	2023
Spread Of Grace Ministries	PA	\$372,716	Executive Di	\$123,486	\$119,943	2024
National Service Committee Of The Catholic Charismatic Renewal Of The Us	PA	\$370,688	Executive Director	\$94,725	\$92,007	2024
Neck Ministries	PA	\$357,662	President	\$121,010	\$117,538	2024
The Journey Ministry Inc	PA	\$351,264	Chairman Of	\$64,590	\$62,737	2024
Connectup Inc	PA	\$344,231	Executive Di	\$48,086	\$46,706	2024
Hannahs Hope Ministries Inc	PA	\$559,528	Chief Administrator	\$69,369	\$67,379	2024
Good News For Life Inc	PA	\$337,960	Board Member	\$47,655	\$47,655	2023
Keys Ministries Inc	PA	\$568,922	Executive Di	\$44,304	\$43,033	2024
Free Indeed	PA	\$333,074	Admin	\$80,986	\$80,986	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Accounting Beyond Borders	PA	\$330,426	Executive Director	\$57,270	\$55,627	2024
Youth With A Mission Greater Phila	PA	\$329,043	Treasurer	\$14,900	\$14,900	2023
Think Missions	PA	\$577,470	President	\$84,572	\$82,146	2024
Life Change Ministries International Inc	PA	\$590,535	President	\$81,081	\$78,755	2024
Bethesda Miracle Worship Center	PA	\$307,342	Pastor	\$18,000	\$17,484	2024
Missio Theological Seminary	PA	\$600,572	President	\$38,873	\$37,758	2024
Custos Foundation	PA	\$604,233	Advisor And Former Director	\$67,500	\$67,500	2023
Peace Promise	PA	\$612,091	Executive Di	\$54,400	\$52,839	2024
American Family Services	PA	\$614,999	President	\$108,974	\$105,848	2024

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	27 organizations. Compensation range \$14,900–\$142,079; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$451,557); for reference, expenses \$461,585 and assets \$183,572.
ROLE MATCH	Kate E Good, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 1 peer 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	85 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	85 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 (Kate E Good) 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 27 similarly situated organizations (Same NTEE sector (X20) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,512 is reasonable (approximately the 85th 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.