

The Center For Spiritual Formation Inc

Executive Director / CEO

EIN 232786232
 PA · NTEE X20Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Rhonda Strouse, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **231** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

Benchmarked executive: Rhonda Strouse — reported title “CENTER DIRECTOR”, 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 \$77,720 and \$174,000 — 0.67x to 1.50x the subject's \$116,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

231 organizations qualified on sector, size, and geography → **231** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,604	\$16,550	\$32,412	\$56,040	\$84,957	\$30,000
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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 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
Leckrone Ministries Inc	IN	\$115,776	President	\$15,600	\$16,497	2023
Steadfast Family Farm Inc	GA	\$116,606	Treasurersecretary	\$22,246	\$21,787	2024
St Martin The Merciful Orthodox Christian Church Inc	OR	\$115,378	President Rector Dir	\$18,000	\$16,762	2023
Mary Esther Church Of Christ	FL	\$116,799	Evangelist & Secretary	\$52,800	\$49,739	2023
Gospel Outreach Ministries Inc	OK	\$115,164	Secretarytreasurer	\$7,154	\$7,899	2023
Ministerio Internacional El Rey Jesus Texas	TX	\$114,572	President	\$4,333	\$4,346	2023
Opera Leggera Inc	TX	\$114,570	Vice Presidentartisti	\$22,475	\$22,544	2023
Brazil Outreach Ministries Unlimited	CO	\$114,536	Secr/treasurer	\$6,000	\$5,604	2024
Event Evangelism Inc	FL	\$114,474	President	\$1	\$1	2024
Abide In Him Ministries Inc	NC	\$117,818	Chairman	\$71,500	\$71,958	2024
Sound Interpretation Project	OR	\$114,104	President, Director Sip	\$52,200	\$48,610	2023
Mojdeh	NC	\$114,079	President, Ceo And Director	\$36,000	\$36,230	2024
Iglesia Fresca Uncion Inc	TX	\$114,030	Pastor	\$18,000	\$18,056	2023
Pilgrim Center Inc	MO	\$113,877	Executive Director	\$52,504	\$55,764	2023
Shalam Ministries Ltd	MO	\$118,306	President And Director	\$26,220	\$27,049	2024
Freeland Ministries Inc	TX	\$113,610	President	\$22,000	\$21,435	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Generation Why Co	OK	\$113,545	President	\$82,650	\$88,643	2024
Beneath The Shade	OH	\$113,486	Executive Dir.	\$79,000	\$83,905	2023
Congregacion Maranatha Inc	MA	\$118,535	President	\$6,000	\$5,252	2024
New York Gospel Ministries Inc	NY	\$113,167	Pres Exec Dir	\$26,583	\$23,396	2024
Kingdom Strategies International	CA	\$119,229	President And Executive Director	\$52,000	\$43,735	2024
Elevate Dance Ministry Inc	KY	\$112,528	President	\$27,000	\$27,525	2025
Adoremus Society For The Renewal Of Sacred Liturgy	CA	\$112,260	Editor	\$40,650	\$34,189	2024
Fountains Of Life Inc	FL	\$112,164	Director	\$63,890	\$58,459	2024
Mazatlan Missions	CO	\$111,903	Executive Director/officer	\$3,300	\$3,567	2021

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	231 organizations. Compensation range \$1–\$460,972; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$116,000); for reference, expenses \$106,498 and assets \$598,065.
ROLE MATCH	Rhonda Strouse, reported title " <i>CENTER DIRECTOR</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.
OUTLIERS	9 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	46 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	46 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 (Rhonda Strouse) 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 231 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 46th 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.