

# Reconciliation An Intl Network Of Churches And

EIN 251753359

PA · NTEE A33

FY ending 2024-12-31

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **William Themelaras, Executive Director / CEO** (\$12,500) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 8<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

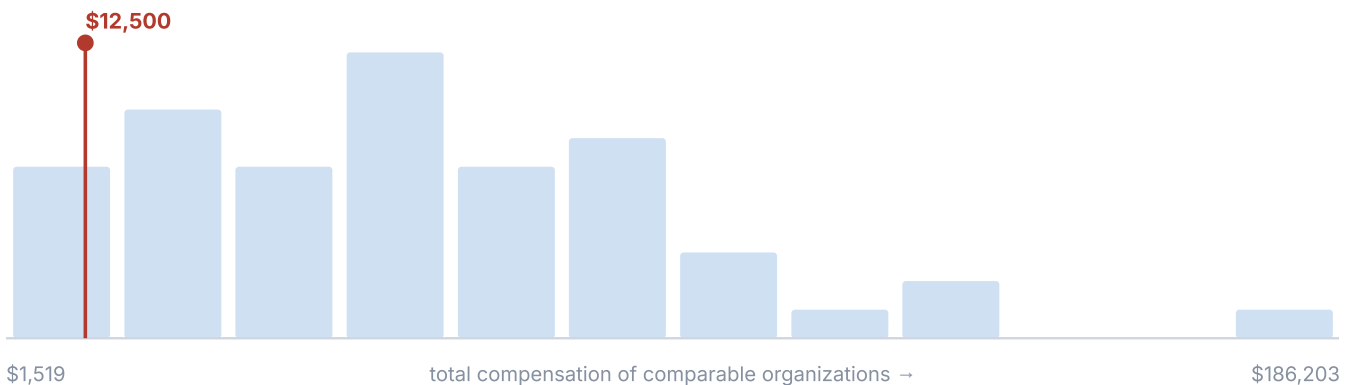
**Benchmarked executive:** William Themelaras — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A33).
BUDGET	Total revenue between \$176,138 and \$394,339 — 0.67x to 1.50x the subject's \$262,893 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A33), nationwide + budget 0.67–1.5x revenue.

**50** organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$13,775</b> 10TH	<b>\$29,175</b> 25TH	<b>\$55,708</b> MEDIAN	<b>\$79,431</b> 75TH	<b>\$101,996</b> 90TH	<b>\$12,500</b> THIS ORG · 8TH
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\$12,500



## ■ 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
<a href="#">The Massachusetts Review Inc</a>	MA	\$262,636	Managing Editor	\$36,864	<b>\$34,200</b>	2023
<a href="#">Gospel Tract Society Inc</a>	MO	\$263,217	President	\$49,879	<b>\$54,541</b>	2023
<a href="#">Bibliographical Society Of America</a>	NY	\$254,548	Executive Director	\$84,584	<b>\$76,644</b>	2024
<a href="#">Oklahoma Media Center Inc</a>	OK	\$272,439	Executive Dir	\$94,344	<b>\$104,174</b>	2024
<a href="#">American Heritage Education Foundation Inc</a>	TX	\$278,273	President	\$64,011	<b>\$62,553</b>	2025
<a href="#">Focus Press Inc</a>	TN	\$243,304	Employee	\$28,000	<b>\$30,385</b>	2023
<a href="#">Bellevue Literary Review Inc</a>	NY	\$284,941	Executive Dir.	\$39,600	<b>\$35,883</b>	2024
<a href="#">Anyone Corporation</a>	NY	\$239,192	Vp & Treasurer	\$30,000	<b>\$27,184</b>	2024
<a href="#">Rain Taxi Inc</a>	MN	\$238,044	Executive Director	\$45,958	<b>\$46,882</b>	2023
<a href="#">Dignity Usa Inc</a>	MA	\$288,091	Executive Di	\$112,921	<b>\$101,754</b>	2024
<a href="#">Republic Of Letters</a>	WA	\$236,809	President, Publisher, Editor	\$67,750	<b>\$60,825</b>	2024
<a href="#">Evangelical Press Association Inc</a>	AZ	\$235,359	Executive Director	\$83,936	<b>\$78,860</b>	2025
<a href="#">The Land Cle</a>	OH	\$234,577	Executive Director	\$79,000	<b>\$83,905</b>	2024
<a href="#">Ashland News</a>	OR	\$295,181	Executive Editor	\$54,600	<b>\$52,347</b>	2023
<a href="#">Spectator Publishing Company Inc</a>	NY	\$296,078	Editor In Chief	\$4,250	<b>\$3,851</b>	2024
<a href="#">The Io Foundation</a>	WI	\$296,207	Secretary/ed	\$90,687	<b>\$92,524</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Observer</a>	IN	\$227,989	Editor-in-chief	\$5,396	<b>\$5,874</b>	2023
<a href="#">The562 Network Inc</a>	CA	\$302,316	Founder Editor	\$68,992	<b>\$61,505</b>	2023
<a href="#">Arcata Press</a>	MN	\$305,326	Executive Director	\$84,000	<b>\$83,232</b>	2024
<a href="#">Dzanc Books Inc</a>	MI	\$217,668	Editor-in-chief	\$50,000	<b>\$53,280</b>	2023
<a href="#">Carlisle Communications Inc</a>	MA	\$308,493	President	\$1,731	<b>\$1,519</b>	2025
<a href="#">Skeptic Society</a>	CA	\$309,510	President	\$143,323	<b>\$127,768</b>	2023
<a href="#">Sustainability Institute Inc</a>	VT	\$216,115	Co-director	\$87,245	<b>\$90,659</b>	2023
<a href="#">Abba A Womens Resource Center</a>	ME	\$311,069	Executive Director	\$66,576	<b>\$68,824</b>	2023
<a href="#">Capital Region Community Media Inc</a>	VT	\$311,307	Editor In Chief	\$60,584	<b>\$61,148</b>	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 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	50 organizations. Compensation range \$1,519–\$186,203; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$262,893); for reference, expenses \$281,286 and assets \$227,175.
ROLE MATCH	William Themelaras, reported title <i>"President"</i> , 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	8 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	8 <sup>th</sup>
Reportable pay only (column D), adjusted	8 <sup>th</sup>
All sources (D + E + F), adjusted	8 <sup>th</sup>

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 (William Themelaras) 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 50 similarly situated organizations (Same NTEE sector (A33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,500 is reasonable (approximately the 8<sup>th</sup> 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.