

Whitefield Project

Executive Director / CEO

EIN 260721818

TX · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gary Miller, Executive Director / CEO** (\$139,542) against **every comparable organization** that fit the selection criteria — **133** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

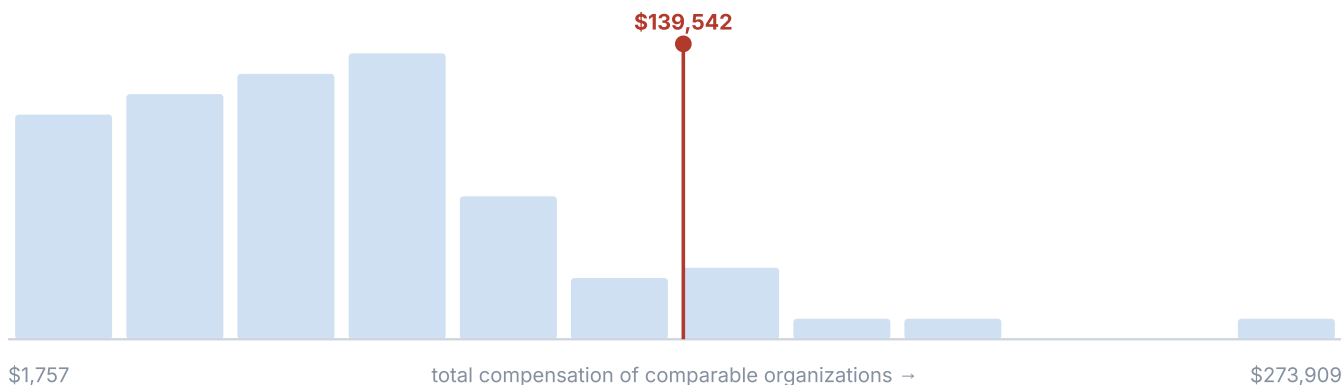
Benchmarked executive: Gary Miller — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$173,621 and \$388,705 — 0.67x to 1.50x the subject's \$259,137 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

133 organizations qualified on sector, size, and geography → **133** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,823	\$33,219	\$59,992	\$91,616	\$135,071	\$139,542
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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 TX 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
Fellowship Church Of Texas	TX	\$258,693	Pastor	\$85,550	\$83,096	2024
Love The Hub Inc	TX	\$260,307	Executive Di	\$65,000	\$63,135	2024
Forge Room Foundation	TX	\$260,498	Ceo	\$162,395	\$157,736	2024
Make Impact Right Away Corp	TX	\$256,671	Coo	\$84,002	\$84,002	2023
Association Of Hill Country	TX	\$261,799	Executive Di	\$30,772	\$29,119	2025
The God Of Hope Ministries	TX	\$262,689	President Chaplain	\$97,350	\$97,350	2023
Rehoboth Ministries International Inc	TX	\$262,775	Vice-president	\$23,271	\$23,271	2023
Fullness Of Glory Ministries	TX	\$263,481	President/di	\$116,574	\$113,230	2024
Worklife Ministry Inc	TX	\$263,832	President & Ceo	\$80,444	\$78,136	2024
Ronnie Hill Ministries	TX	\$254,218	President	\$187,779	\$187,779	2023
Breath Of The Spirit Ministriesinc	TX	\$251,113	President	\$150,000	\$150,000	2023
Known Network	TX	\$269,184	Global Field Director	\$25,609	\$24,874	2024
Team Xtreme International	TX	\$269,728	President	\$38,121	\$38,121	2023
Revival Mandate International	TX	\$248,144	Executive Dir.	\$119,055	\$115,639	2024
Cic Mission Inc	TX	\$247,792	President	\$75,633	\$73,463	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Power To Live Center	TX	\$247,495	Executive Dir.	\$54,721	\$53,151	2024
David Corn Ministries	TX	\$270,948	President, Evangelist, Youth Speaker	\$59,992	\$59,992	2023
Troops Of Saint George	TX	\$273,041	Executive Administrator	\$33,750	\$32,782	2024
Date Palm Consulting	TX	\$245,162	Key Employee	\$50,095	\$50,095	2023
Sea Of Hope Ministries	TX	\$245,090	President	\$54,000	\$52,451	2024
World Wide Spanish Literature	TX	\$245,076	Secretary	\$18,200	\$17,678	2024
Csj Ministries Inc	TX	\$273,373	President	\$20,000	\$19,426	2024
Call Sign Victor	TX	\$274,201	Executive Director	\$62,886	\$61,082	2024
Youth With A Mission South Dallas	TX	\$275,749	President	\$47,881	\$46,507	2024
Sharing Gods Love Inc	TX	\$242,495	Director	\$7,200	\$7,200	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	133 organizations. Compensation range \$1,757–\$273,909; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$259,137); for reference, expenses \$190,456 and assets \$169,879.
ROLE MATCH	Gary Miller, reported title " <i>Director</i> ", 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.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	91 st
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	91 st

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 (Gary Miller) 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 133 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$139,542 is reasonable (approximately the 91st 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.