

# Gap Missions Ministries Inc

Executive Director / CEO

EIN 261196166

GA · NTEE Q33

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **James George, Executive Director / CEO** (\$57,638) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69<sup>th</sup>** percentile of comparable organizations within the typical range

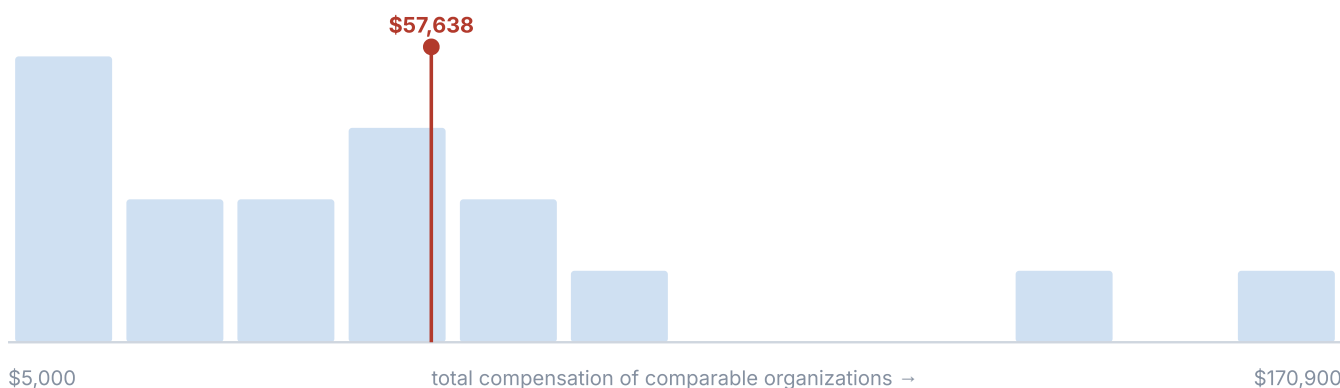
**Benchmarked executive:** James George — reported title “DIRECTOR MISSIONARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$320,804 and \$718,219 — 0.67x to 1.50x the subject's \$478,813 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33) + GA + budget 0.67–1.5x revenue.

**16** organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,739	\$20,363	\$42,848	\$63,875	\$106,949	\$57,638
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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 GA 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="#">Daybreak Development Corporation</a>	GA	\$474,885	President	\$21,900	<b>\$21,900</b>	2023
<a href="#">Child Sponsorship Program Inc</a>	GA	\$540,260	Managing Director	\$30,000	<b>\$30,000</b>	2023
<a href="#">Belief In Motion Inc</a>	GA	\$409,915	President/missionary	\$36,750	<b>\$35,696</b>	2024
<a href="#">Together Ministry Inc</a>	GA	\$399,401	Founder	\$15,750	<b>\$15,750</b>	2023
<a href="#">Clara Welfare Inc</a>	GA	\$566,900	Director/secretary/coo	\$6,000	<b>\$5,828</b>	2024
<a href="#">Dail Community Of Usa Inc</a>	GA	\$369,300	President	\$65,000	<b>\$65,000</b>	2023
<a href="#">Miqueas 6-8 Inc</a>	GA	\$357,781	Board Members	\$5,000	<b>\$5,000</b>	2023
<a href="#">Pour International Incorporated</a>	GA	\$342,008	Director Treasurer	\$57,600	<b>\$55,947</b>	2024
<a href="#">Bread Of Hope Inc</a>	GA	\$330,360	Director	\$77,000	<b>\$74,791</b>	2024
<a href="#">Mission House Partners International Inc</a>	GA	\$328,385	Executive Director	\$33,500	<b>\$33,500</b>	2023
<a href="#">Alterna Inc</a>	GA	\$327,529	Executive Dir.	\$11,649	<b>\$11,649</b>	2023
<a href="#">Outstretched Hands Ministries Inc</a>	GA	\$630,773	President	\$63,500	<b>\$63,500</b>	2023
<a href="#">New Churches Now Inc</a>	GA	\$649,551	Executive Director/board M	\$143,216	<b>\$139,107</b>	2024
<a href="#">Slavic International Ministrie</a>	GA	\$658,723	President	\$50,000	<b>\$50,000</b>	2023
<a href="#">Narrow Gate Efl Inc</a>	GA	\$692,644	Executive Director	\$170,900	<b>\$170,900</b>	2023
<a href="#">Project 82 Kenya Inc</a>	GA	\$718,009	Executive Director	\$57,250	<b>\$57,250</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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 GA 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

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PEER COUNT	16 organizations. Compensation range \$5,000–\$170,900; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$478,813); for reference, expenses \$438,166 and assets \$623,487.
ROLE MATCH	James George, reported title <i>"DIRECTOR MISSIONARY"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	69 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	63 <sup>rd</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

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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 (James George) 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 10, 2026, comparing compensation against 16 similarly situated organizations (Same NTEE sector (Q33) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,638 is reasonable (approximately the 69<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.