

Redeeming The Nations Ministries Inc

Executive Director / CEO

EIN 262213911

OR · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Samuel Hakim, Executive Director / CEO** (\$84,000) against **every comparable organization** that fit the selection criteria — **1011** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

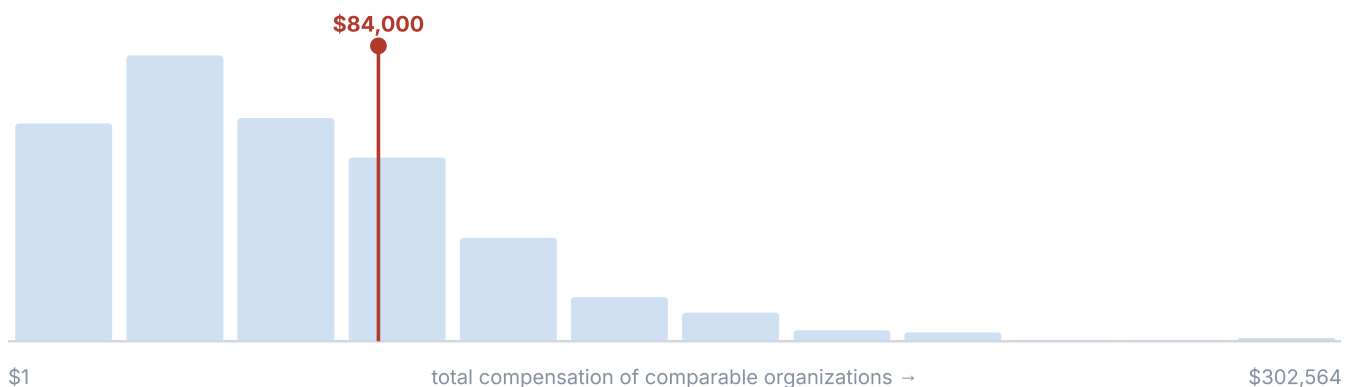
Benchmarked executive: Samuel Hakim — reported title “Founder and President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$174,785 and \$391,311 — 0.67x to 1.50x the subject's \$260,874 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

1,011 organizations qualified on sector, size, and geography → **1,011** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,269	\$30,084	\$54,923	\$89,107	\$122,978	\$84,000
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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 OR 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
Faith In New York	NY	\$260,798	Executive Director	\$95,667	\$90,418	2024
Restore Ministries International Of Gordon Inc	GA	\$261,091	Executive Director/president	\$1,170	\$1,230	2024
Kamlim Mission Center	CA	\$260,624	Ceo/pastor	\$18,000	\$16,257	2024
Legacy Outdoor Ministries	GA	\$260,604	Founder/dire	\$45,833	\$48,201	2024
Warm An Loving Ministries Inc	CA	\$260,600	President	\$130,000	\$120,879	2023
Global Radio Outreach	WA	\$261,175	Executive Dir.	\$50,692	\$48,872	2023
The Rooted Sisters	MO	\$261,196	Ceo	\$78,125	\$89,103	2023
Forge Room Foundation	TX	\$260,498	Ceo	\$162,395	\$169,907	2024
Love Unveiled Inc	FL	\$261,361	President/director	\$67,733	\$66,553	2024
House Of Wisdom - Chrída	PA	\$260,369	Senior Pastor	\$2,000	\$2,086	2024
Love The Hub Inc	TX	\$260,307	Executive Di	\$65,000	\$68,007	2024
Mac Ministries	MN	\$260,224	Executive Director	\$100,796	\$107,249	2023
Association Of Hill Country	TX	\$261,799	Executive Di	\$30,772	\$31,366	2025
Freedom 58 Project Incorporated	CO	\$259,846	Director	\$79,426	\$79,658	2024
Straightway Ministry Inc	TN	\$259,768	President	\$42,568	\$46,800	2024
Harvest Aviation Inc	FL	\$259,746	Executive Di	\$33,850	\$33,260	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Submerge Church	CA	\$259,705	Main Chair	\$76,020	\$68,658	2024
Solomons Porch Worship Center	MD	\$259,584	Employee-internal Auditor And Acc	\$33,350	\$33,574	2023
Love Inc Of Greater Hershey	PA	\$259,558	Executive Di	\$39,558	\$42,479	2023
Maverick River Collective	CA	\$262,300	President	\$89,500	\$80,833	2024
Camp Dovewood Inc	FL	\$262,332	Director/pre	\$20,000	\$19,651	2024
The Freedom Center Inc	IN	\$259,383	Executive Di	\$22,618	\$25,684	2023
Global Broadcasting Service Of Hawaii	HI	\$259,343	Office Person	\$36,256	\$33,951	2024
Carm Inc	ID	\$259,279	Executive Dir.	\$78,555	\$89,986	2023
Brave Way Home Inc	IN	\$262,503	Director	\$60,635	\$66,880	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	1011 organizations. Compensation range \$1–\$302,564; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$260,874); for reference, expenses \$269,744 and assets \$387,254.
ROLE MATCH	Samuel Hakim, reported title <i>"Founder and President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 23 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	72 nd
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	71 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 (Samuel Hakim) 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 1011 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,000 is reasonable (approximately the 72nd 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.