

# Christ Sanctuary International

Executive Director / CEO

EIN 262713779

CA · NTEE Q33

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Carol Woody, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Carol Woody — 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 (Q33).

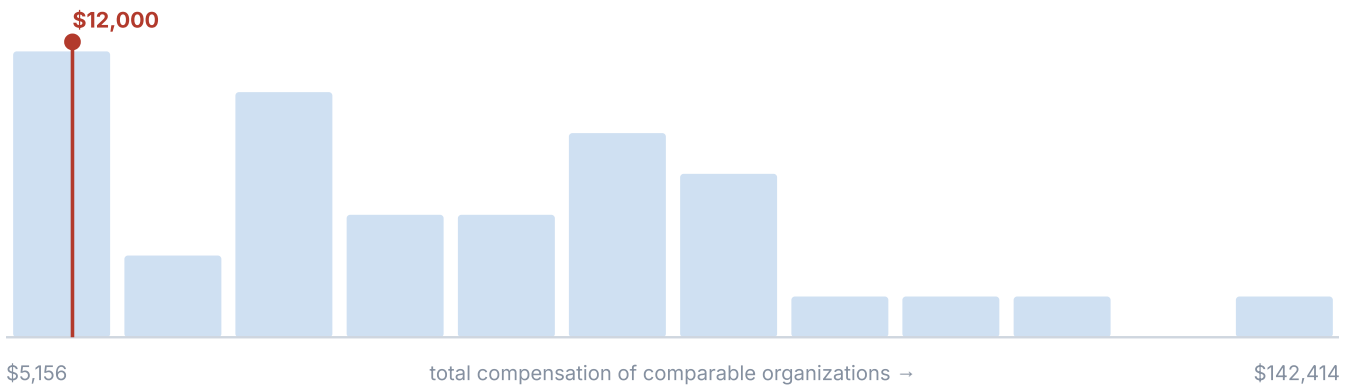
**BUDGET** Total revenue between \$274,691 and \$614,982 — 0.67x to 1.50x the subject's \$409,988 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (Q33) + CA + budget 0.67–1.5x revenue.

**34** organizations qualified on sector, size, and geography

→ **34** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$9,323</b>	<b>\$26,958</b>	<b>\$44,250</b>	<b>\$72,508</b>	<b>\$90,690</b>	<b>\$12,000</b>
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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 CA 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 Chijnaya Foundation Inc</a>	CA	\$408,488	Operations M	\$69,625	<b>\$69,625</b>	2024
<a href="#">Mriya Report Inc</a>	CA	\$399,430	Secretary	\$7,940	<b>\$8,175</b>	2023
<a href="#">Global Care Alliance Inc</a>	CA	\$394,195	President	\$40,000	<b>\$40,000</b>	2024
<a href="#">Business For Social Good</a>	CA	\$390,472	President & Ceo	\$70,000	<b>\$70,000</b>	2024
<a href="#">Himalayan Childrens Fund</a>	CA	\$390,400	Director	\$36,000	<b>\$37,063</b>	2023
<a href="#">Refugees United Foundation Usa</a>	CA	\$384,439	Treasurer	\$64,702	<b>\$64,702</b>	2024
<a href="#">Haiti Gospel Outreach</a>	CA	\$371,372	Development	\$50,400	<b>\$51,889</b>	2023
<a href="#">Rising Worldwide</a>	CA	\$451,651	Ceo	\$81,153	<b>\$83,550</b>	2023
<a href="#">Valentino Achak Deng Foundation</a>	CA	\$368,263	Executive Director/co-founder	\$93,750	<b>\$93,750</b>	2024
<a href="#">Africa Future Foundation</a>	CA	\$358,743	Cfo	\$12,000	<b>\$12,354</b>	2023
<a href="#">Olive Tree Ministry Inc</a>	CA	\$358,573	Executive Di	\$36,000	<b>\$37,063</b>	2023
<a href="#">Lanna Foundation</a>	CA	\$471,922	Director	\$31,534	<b>\$30,721</b>	2025
<a href="#">Angel Of Faith Non Profit Organization</a>	CA	\$346,809	President	\$82,500	<b>\$82,500</b>	2024
<a href="#">Brighter Children Inc</a>	CA	\$484,054	Director	\$142,414	<b>\$142,414</b>	2024
<a href="#">Bridges Of Hope International</a>	CA	\$332,038	President	\$112,857	<b>\$116,190</b>	2023
<a href="#">Faith Hope And Charity Inc</a>	CA	\$329,606	Secretary/treasurer	\$25,200	<b>\$25,944</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Project Pearls Usa Inc</a>	CA	\$497,737	Executive Director	\$67,340	<b>\$67,340</b>	2024
<a href="#">Guatemala Deaf Ministries</a>	CA	\$321,509	Vice President	\$32,875	<b>\$32,875</b>	2024
<a href="#">Hope Filled Hearts 4 Africa Inc</a>	CA	\$318,590	President	\$12,000	<b>\$12,000</b>	2024
<a href="#">Adopt A Family Foundation</a>	CA	\$314,408	Ceo/chair	\$6,000	<b>\$6,000</b>	2024
<a href="#">Embrace Global</a>	CA	\$514,249	Executive Di	\$71,240	<b>\$73,344</b>	2023
<a href="#">Gocare Inc</a>	CA	\$302,675	President	\$44,000	<b>\$45,300</b>	2023
<a href="#">When I Grow Up Inc</a>	CA	\$528,143	President	\$98,482	<b>\$101,391</b>	2023
<a href="#">Mission Without Borders Incorporated</a>	CA	\$530,728	Ceo/ Vice Chair	\$5,156	<b>\$5,156</b>	2024
<a href="#">Afghan Literacy Foundation</a>	CA	\$284,594	Executive Director	\$13,000	<b>\$13,000</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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** 34 organizations. Compensation range \$5,156–\$142,414; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$409,988); for reference, expenses \$443,743 and assets \$82,416.

**ROLE MATCH** Carol Woody, reported title "*President*", 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** 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	12 <sup>th</sup>
Reportable pay only (column D), adjusted	18 <sup>th</sup>
All sources (D + E + F), adjusted	9 <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 (Carol Woody) 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 34 similarly situated organizations (Same NTEE sector (Q33) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 12<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 10, 2026.