

Poimen Ministries

Executive Director / CEO

EIN 262835341

CA · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **William Holdridge, Executive Director / CEO** (\$61,118) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

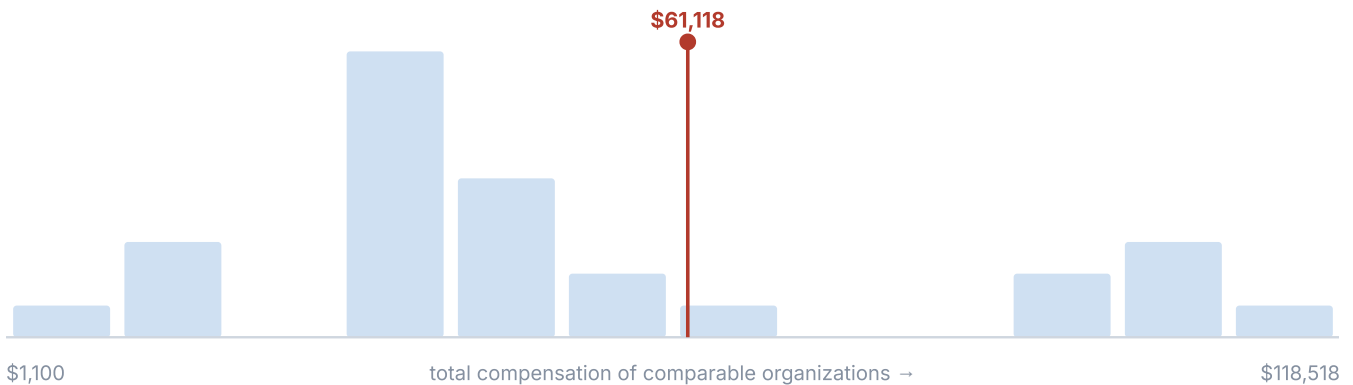
Benchmarked executive: William Holdridge — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

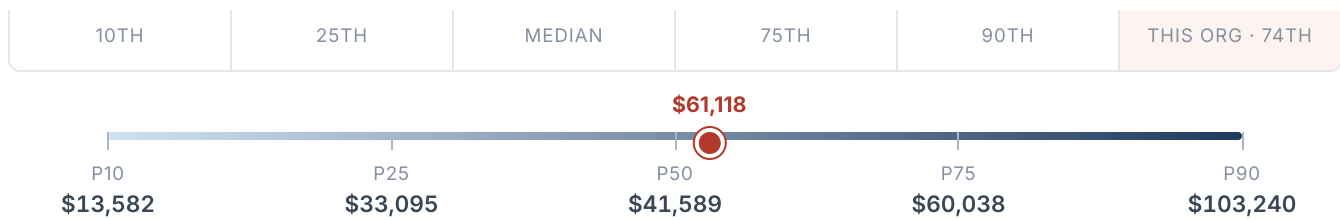
SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$203,345 and \$455,251 — 0.67x to 1.50x the subject's \$303,501 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99) + CA + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,582	\$33,095	\$41,589	\$60,038	\$103,240	\$61,118
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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
Hope Academy	CA	\$300,477	Educational	\$36,000	\$37,063	2023
Faith For Today Inc	CA	\$313,736	Vice President	\$32,449	\$32,449	2024
Be2live	CA	\$291,496	Vice-president	\$57,974	\$57,974	2024
Laughter For All Inc	CA	\$325,275	Executive Dir.	\$32,841	\$33,811	2023
Life Balance Institute	CA	\$326,590	President	\$41,589	\$41,589	2024
Niswa Association Inc	CA	\$328,005	Ceo	\$40,000	\$40,000	2024
The Mystical Humanity Of Christ	CA	\$274,389	Executive Dir.	\$32,250	\$33,203	2023
Lives Worth Saving	CA	\$334,760	Senior Pasto	\$31,000	\$31,000	2024
Global Sharing	CA	\$271,324	President And Ceo	\$102,240	\$105,260	2023
Matthew Fox Legacy Project	CA	\$335,723	Treasurer	\$39,000	\$39,000	2024
Relational Tithe Inc	CA	\$340,271	President/co-founder	\$101,000	\$103,983	2023
One Message Foundation Corporation	CA	\$266,703	Ceo	\$42,875	\$42,875	2024
Compassion Causes	CA	\$265,402	Development Director	\$12,275	\$12,275	2024
Center For Sacred Studies	CA	\$259,761	President	\$1,100	\$1,100	2024
Holy Martyrs Of England And Wales	CA	\$354,872	Cfo	\$40,000	\$38,969	2025
The Lobiko Initiative	CA	\$364,842	Executive Dir.	\$46,614	\$46,614	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Living Success Center	CA	\$366,921	Executive Director	\$12,000	\$12,354	2023
Harvest Seminary Inc	CA	\$233,013	Trustee	\$48,009	\$48,009	2024
Mastery Foundation	CA	\$227,716	Exec Dir & Vp	\$94,965	\$94,965	2024
Christian Leadership Institute	CA	\$379,685	Director	\$60,320	\$62,102	2023
Tend	CA	\$221,560	President &	\$115,118	\$118,518	2023
San Gabriel Valley Budhistic Assoc Inc	CA	\$221,218	Ceo	\$14,400	\$14,400	2024
Organic Outreach International Inc	CA	\$386,307	Executive Director/board Member/cfo/secretary	\$102,744	\$102,744	2024
Arise Wellness	CA	\$209,159	President	\$45,000	\$45,000	2024
Dallas Willard Ministries	CA	\$421,340	Dirctr Of School Of Kingdom Living	\$97,721	\$97,721	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.

● Sample, role match & sensitivity

PEER COUNT	27 organizations. Compensation range \$1,100–\$118,518; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$303,501); for reference, expenses \$289,470 and assets \$47,357.
ROLE MATCH	William Holdridge, reported title <i>"PRESIDENT"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	74 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	67 th

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 Holdridge) 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 27 similarly situated organizations (Same NTEE sector (X99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,118 is reasonable (approximately the 74th 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.