

Fathers House Educational Foundation

Executive Director / CEO

EIN 263215842
 TX · NTEE X99
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **John Turner, Executive Director / CEO** (\$67,600) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: John Turner — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

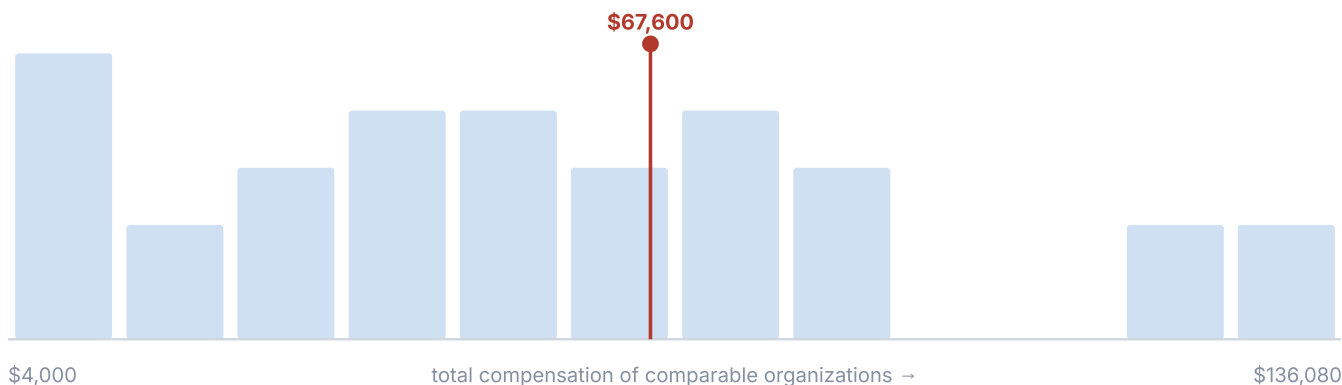
SECTOR Organizations sharing the subject's NTEE classification (X99).

BUDGET Total revenue between \$325,293 and \$728,269 — 0.67x to 1.50x the subject's \$485,513 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X99) + TX + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,158	\$31,691	\$51,513	\$75,361	\$113,987	\$67,600
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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
Poiema Foundation Inc	TX	\$473,946	Executive Di	\$74,138	\$72,011	2024
Hope Ministries Of Northeast Texas	TX	\$500,151	Executive Dir.	\$50,525	\$50,525	2023
Bob Crow World Missions Outreach	TX	\$503,850	President	\$46,500	\$45,166	2024
Walking Faith Ministry Inc	TX	\$515,639	President	\$12,342	\$11,988	2024
Seek Partners International Inc	TX	\$425,019	President/ceo	\$69,000	\$69,000	2023
Mobilize The Church	TX	\$424,863	Ceo	\$124,241	\$120,677	2024
Networx Ministries International	TX	\$550,407	President / Ceo	\$22,610	\$22,610	2023
Joel Gregory Ministries	TX	\$418,156	President/di	\$91,371	\$88,750	2024
Living Hope Ministries	TX	\$412,506	President/tr	\$77,561	\$75,336	2024
Fullness In Christ Ministries Inc	TX	\$562,059	Dir/pres/tre	\$40,818	\$39,647	2024
Damascus Road Collaborative Inc	TX	\$405,634	Executive Director Coach	\$49,500	\$48,080	2024
West Texas Gospel Ministries To Children Inc	TX	\$403,987	General Director	\$84,448	\$82,025	2024
National Missionary Baptist Convention Of America Dallas	TX	\$397,339	Director And President	\$52,500	\$52,500	2023
Teach The Story	TX	\$579,684	Executive Director	\$33,502	\$32,541	2024
Be Broken Ministries Inc	TX	\$587,079	President/fo	\$68,212	\$66,255	2024
Segera Mission Inc	TX	\$379,194	President, Executive Direc	\$10,249	\$9,955	2024
Tina P Williams Ministries Inc	TX	\$375,337	Director	\$5,000	\$4,857	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gathering Of Men Inc	TX	\$373,921	Executive Director	\$129,840	\$126,115	2024
Turn Ministries	TX	\$373,296	Ceo	\$34,269	\$33,286	2024
Calvary Road Ministries	TX	\$599,507	President	\$26,100	\$25,351	2024
Abrahamic House	TX	\$370,421	Chairman	\$120,000	\$116,557	2024
Days Of Grace Kids Care Inc	TX	\$364,125	Co-director	\$38,400	\$38,400	2023
Center For Church Based Training	TX	\$615,049	Secretary	\$75,434	\$75,434	2023
Sherman Aten Ministries Inc	TX	\$353,663	President	\$96,015	\$90,856	2025
Freedom In Christ Residential Centers	TX	\$351,232	Executive Director	\$41,400	\$41,400	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	32 organizations. Compensation range \$4,000–\$136,080; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$485,513); for reference, expenses \$313,819 and assets \$307,311.
ROLE MATCH	John Turner, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	59th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	59 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 (John Turner) 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 32 similarly situated organizations (Same NTEE sector (X99) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,600 is reasonable (approximately the 59th 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.