

# The Russian Orthodox Church Of The

Executive Director / CEO

EIN 264639041  
 NY · NTEE X99  
 FY ending 2023-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Igor Skiba, Executive Director / CEO** (\$12,700) against **every comparable organization** that fit the selection criteria — **290** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

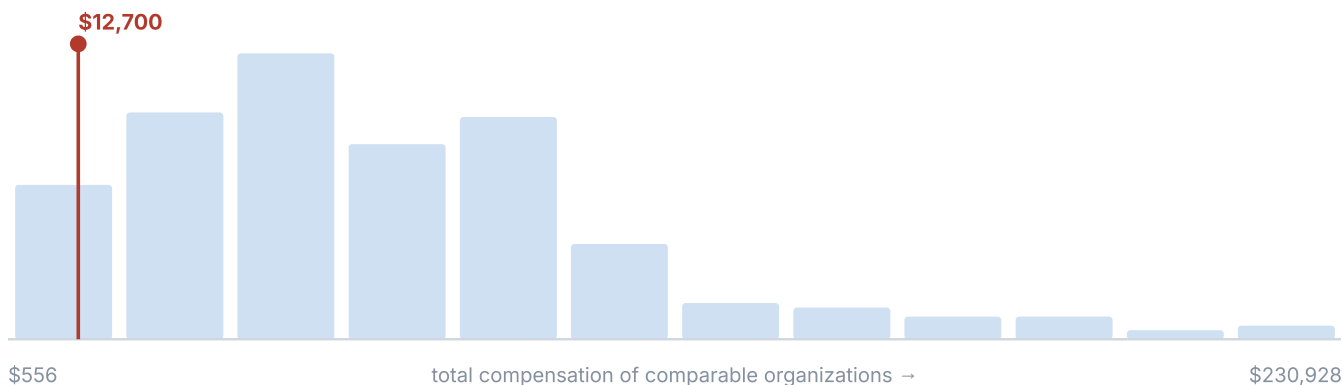
**Benchmarked executive:** Igor Skiba — reported title “COO”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$226,545 and \$507,190 — 0.67x to 1.50x the subject's \$338,127 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

**290** organizations qualified on sector, size, and geography → **290** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,979	\$35,851	\$57,750	\$86,849	\$124,382	<b>\$12,700</b>
----------	----------	----------	----------	-----------	-----------------



## ■ 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 NY 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="#">Awe Star Ministries Inc</a>	OK	\$337,760	Sec'y/treasurer	\$24,668	<b>\$30,060</b>	2023
<a href="#">Overcomers Mission Schools</a>	PA	\$337,129	Director & C	\$22,700	<b>\$24,333</b>	2024
<a href="#">Relational Tithe Inc</a>	CA	\$340,271	President/co-founder	\$101,000	<b>\$96,515</b>	2023
<a href="#">Challenge Golf Association</a>	TN	\$335,777	President	\$82,500	<b>\$93,214</b>	2024
<a href="#">Matthew Fox Legacy Project</a>	CA	\$335,723	Treasurer	\$39,000	<b>\$36,199</b>	2024
<a href="#">The Layne</a>	WA	\$335,146	Foundation Mgr.	\$73,250	<b>\$70,493</b>	2024
<a href="#">Global Ministries And Relief Inc</a>	FL	\$341,186	President	\$73,600	<b>\$74,320</b>	2024
<a href="#">New Hope Correctional Ministry</a>	MA	\$334,774	Exec Directo	\$72,509	<b>\$70,038</b>	2024
<a href="#">Lives Worth Saving</a>	CA	\$334,760	Senior Pasto	\$31,000	<b>\$28,774</b>	2024
<a href="#">Word Of Messiah Ministries Inc</a>	NC	\$334,577	President	\$140,547	<b>\$156,100</b>	2024
<a href="#">Woolman Hill Inc</a>	MA	\$342,325	Executive Director	\$50,036	<b>\$49,759</b>	2023
<a href="#">Resolute</a>	MN	\$333,892	President	\$170,998	<b>\$181,621</b>	2024
<a href="#">Red Letter Christians</a>	PA	\$333,732	Board Member	\$38,451	<b>\$42,434</b>	2023
<a href="#">Ten 24 Inc</a>	TX	\$342,607	President	\$68,255	<b>\$75,558</b>	2023
<a href="#">The Journey Project</a>	WA	\$342,793	Executive Director To August 2024	\$19,773	<b>\$19,029</b>	2024
<a href="#">Prepare International Nfp</a>	NC	\$343,113	Director & Treasurer	\$49,500	<b>\$54,978</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Synchronicity Foundation Inc</a>	VA	\$332,071	President	\$10,058	<b>\$10,438</b>	2024
<a href="#">Soul Care Institute</a>	CO	\$344,293	President	\$45,000	<b>\$47,751</b>	2023
<a href="#">Save The Nations Ministries</a>	KY	\$344,301	Director	\$63,414	<b>\$75,396</b>	2023
<a href="#">Qari</a>	NJ	\$345,419	Treasurer	\$81,107	<b>\$80,139</b>	2023
<a href="#">Heart Of The Outdoors</a>	OH	\$330,288	President	\$72,000	<b>\$84,392</b>	2023
<a href="#">Princess Promise Inc</a>	TX	\$347,092	President	\$30,000	<b>\$32,257</b>	2024
<a href="#">Niswa Association Inc</a>	CA	\$328,005	Ceo	\$40,000	<b>\$37,127</b>	2024
<a href="#">Wheat Mission In Atlanta Inc</a>	GA	\$327,186	President	\$42,000	<b>\$46,734</b>	2023
<a href="#">Cottage Cove Company</a>	TN	\$349,073	Executive Director	\$59,705	<b>\$67,459</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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** 290 organizations. Compensation range \$556–\$230,928; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$338,127); for reference, expenses \$284,499 and assets \$1,788,384.

**ROLE MATCH** Igor Skiba, reported title "COO", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	7 <sup>th</sup>
Reportable pay only (column D), adjusted	11 <sup>th</sup>
All sources (D + E + F), adjusted	6 <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 (Igor Skiba) 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 290 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,700 is reasonable (approximately the 6<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.