

Women At The Well Grace House

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Anne Naccarato, Executive Director / CEO** (\$48,481) against **every comparable organization** that fit the selection criteria — **324** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

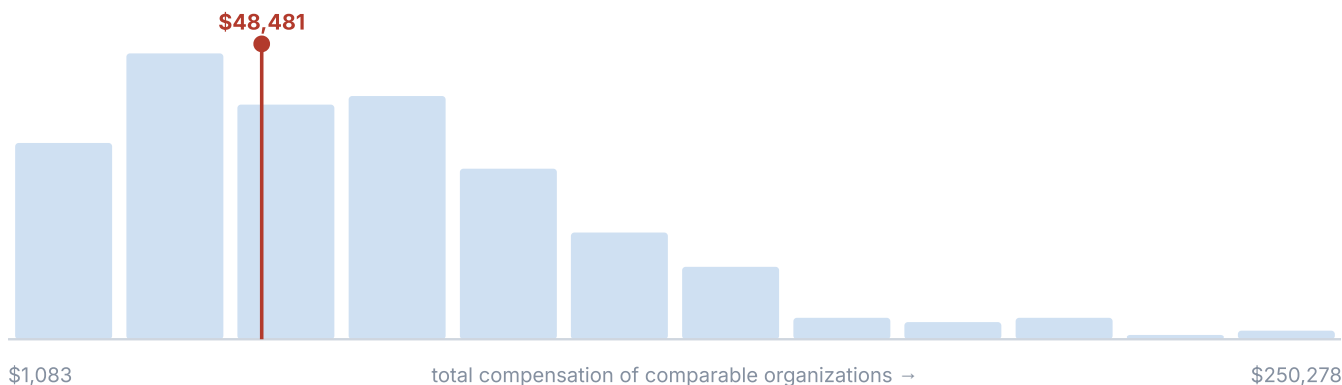
Benchmarked executive: Anne Naccarato — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$168,770 and \$377,845 — 0.67x to 1.50x the subject's \$251,897 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

324 organizations qualified on sector, size, and geography → **324** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,548	\$33,481	\$59,311	\$91,254	\$129,218	\$48,481
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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
Global Nomads Usa	VA	\$251,794	President	\$59,894	\$64,112	2023
Drive-in Ministries Inc	AL	\$252,386	President	\$27,800	\$32,341	2024
Akouo Missions Inc	OK	\$250,459	President	\$58,140	\$70,974	2023
Sigi & David Oblander Ministries Inc	GA	\$249,808	Vp Intl Ministries And Treasurer	\$78,000	\$86,948	2023
Essential2life Inc	GA	\$249,619	Executive Director	\$110,250	\$116,294	2025
International Training Partners Inc	CO	\$254,246	President Trainer	\$86,921	\$92,400	2023
Mision De Candelilla	TX	\$248,988	Executive Dir.	\$24,760	\$26,670	2024
Great Among The Nations Inc	CA	\$254,918	President	\$47,387	\$44,062	2024
Missionary Families Of Christ	NJ	\$248,502	President	\$12,000	\$11,537	2024
First Emmanuel Assembly Of God	CT	\$248,053	Senior Pastor	\$69,984	\$72,746	2023
Pure Encouragement Inc	FL	\$255,905	Executive Di	\$112,900	\$114,209	2024
Mission Alive	TX	\$256,076	Executive Director	\$106,795	\$115,035	2024
Planting The Gospel Inc	GA	\$247,698	Board Member	\$143,683	\$155,570	2024
Harvest Christian Ministries	MD	\$256,546	President	\$33,433	\$33,658	2024
Celestial Church Of Christ Providence Parish	RI	\$247,173	Pastor	\$16,200	\$16,727	2024
Liberty Vision Of Hope Restoration Center Inc	NY	\$256,998	Brown	\$35,140	\$35,203	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Addicts For Christ Inc	AL	\$246,042	Director	\$16,900	\$19,660	2024
The Potters House Church	VA	\$257,883	Pastor	\$15,472	\$16,562	2023
Atk International Inc	KS	\$258,063	President	\$17,704	\$20,596	2024
The Lighthouse Women's Center Inc	AL	\$245,022	Director	\$42,624	\$51,051	2023
World Carp Inc	NJ	\$244,716	President/tr	\$140,000	\$134,601	2024
Biblical Foundations Academy	NC	\$259,240	Director	\$85,000	\$94,575	2024
Apocalypse Ministries Inc	TN	\$259,278	President	\$73,847	\$86,055	2023
Doulos Ministries Inc	MO	\$259,396	President/ce	\$121,355	\$138,408	2024
Extraordinary Lutheran Ministries	IL	\$244,093	Program Dire	\$110,546	\$120,485	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 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	324 organizations. Compensation range \$1,083–\$250,278; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$251,897); for reference, expenses \$229,041 and assets \$421,652.
ROLE MATCH	Anne Naccarato, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	40 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	40 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 (Anne Naccarato) 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 324 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,481 is reasonable (approximately the 40th 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.