

Phoenixone

Executive Director / CEO

EIN 275370827

AZ · NTEE X21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jeff Gokee, Executive Director / CEO** (\$99,000) against **every comparable organization** that fit the selection criteria — **335** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

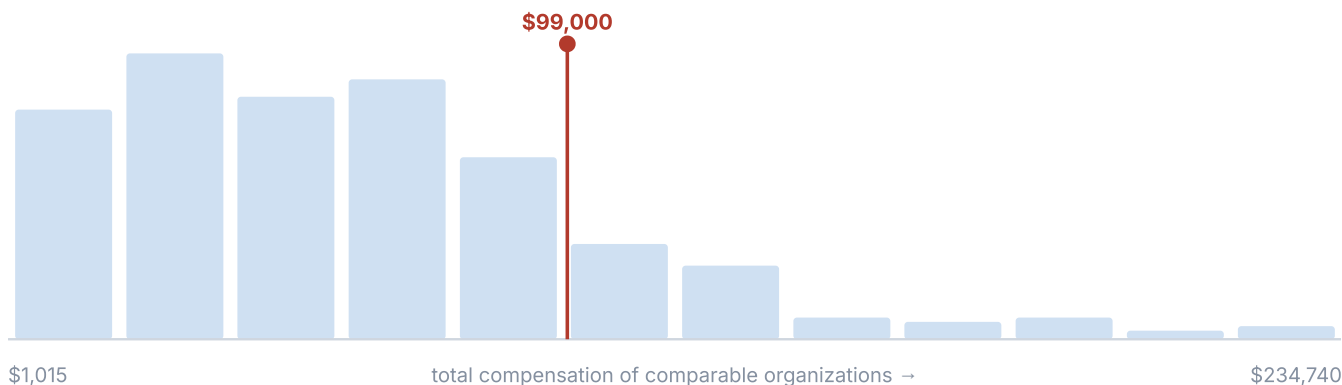
Benchmarked executive: Jeff Gokee — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$187,732 and \$420,297 — 0.67x to 1.50x the subject's \$280,198 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

335 organizations qualified on sector, size, and geography → **335** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,470	\$31,400	\$55,218	\$85,261	\$122,500	\$99,000
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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 AZ 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
Mount Zion Second Baptist Church	GA	\$279,654	Custodian	\$15,818	\$16,538	2023
Reach Ministries	WA	\$281,014	Executive Director	\$80,840	\$75,257	2023
Charismatic Episcopal Church Of North America Inc	NY	\$279,095	Ceo	\$18,898	\$17,247	2024
Spanish Evangelical Church	NY	\$279,045	President	\$62,400	\$56,949	2024
Panirev Ministries	CA	\$278,485	President	\$22,200	\$19,361	2024
Love Worth Sharing Evangelistic Ministries Inc	TX	\$278,439	President	\$11,490	\$11,608	2024
Truth Tabernacle Of Praise Inc	GA	\$282,011	Senior Pastor	\$96,250	\$97,743	2024
Igniting Prayer Action	TX	\$282,020	President	\$120,000	\$121,234	2024
Share In Asia	WA	\$278,340	President	\$57,500	\$53,529	2023
Turning Point International Ministries Inc	FL	\$282,648	President	\$60,855	\$57,738	2024
Word Of Faith Christian Ministries Inc	FL	\$283,130	Executive Dir.	\$13,800	\$13,093	2024
South Central Church Of Christ Inc	NC	\$283,141	Minister	\$105,786	\$113,655	2023
Mission 1014	GA	\$277,169	President	\$93,236	\$94,682	2024
Grace Extended Ministries International	OR	\$276,981	Director, Executive Direct	\$113,617	\$109,710	2023
Build-building A United Inter-faith Lexington Through Direct-action	KY	\$283,759	Executive Director	\$60,617	\$65,774	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kathy Kinchen Ministries Inc	GA	\$276,523	Treasurer	\$1,000	\$1,015	2024
Heaven To Earth Worship Center Inc	FL	\$275,552	President	\$74,400	\$70,589	2024
Maximum Impact Ministries	FL	\$284,980	President	\$103,045	\$97,768	2024
Carolina Movement Inc	NC	\$285,473	Executive Director	\$45,000	\$50,330	2022
Discipleship Journeys With Jesus	CA	\$285,697	Ceo	\$100,074	\$87,276	2024
Foundry Training Group	MI	\$273,768	Director Of Theological Education	\$78,624	\$81,962	2024
Christ Jesus Triumphant	NC	\$286,884	President	\$15,000	\$15,654	2024
Every Day Ministries - Co National	MN	\$286,998	President	\$25,257	\$25,950	2023
Souleader Resources Michael G Bischof	CA	\$287,092	Executive Director	\$126,000	\$109,886	2024
Faith Moves Mountains Foundation	SC	\$273,042	Director	\$8,715	\$8,946	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 **335** organizations. Compensation range \$1,015–\$234,740; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$280,198); for reference, expenses \$262,229 and assets \$146,057.

ROLE MATCH	Jeff Gokee, reported title " <i>Director</i> ", 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	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	83 rd
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	82 nd

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 (Jeff Gokee) 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 335 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,000 is reasonable (approximately the 83rd 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.