

One Accord Ministries

Executive Director / CEO

EIN 300097676

CO · NTEE X21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rita Hooker, Executive Director / CEO** (\$28,000) against **every comparable organization** that fit the selection criteria — **169** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

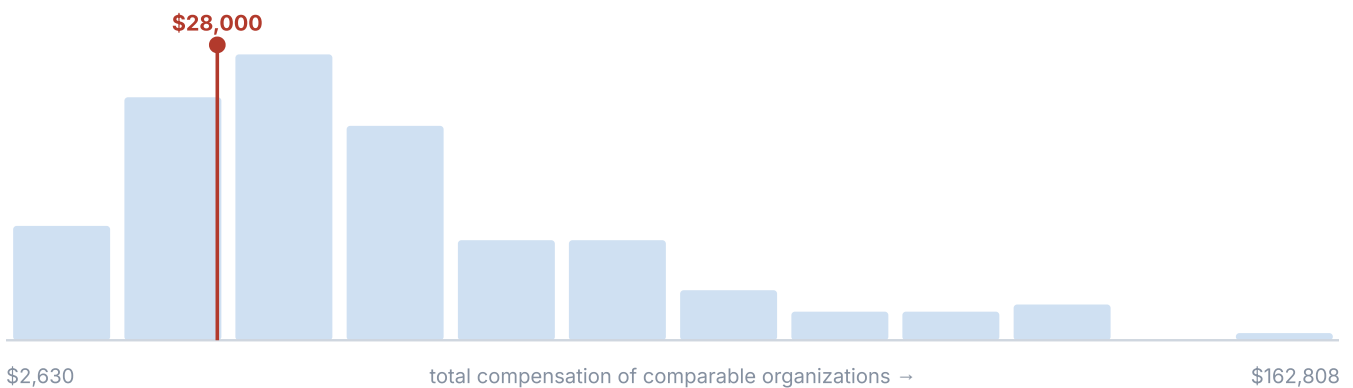
Benchmarked executive: Rita Hooker — reported title “OFFICE MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$101,174 and \$226,510 — 0.67x to 1.50x the subject's \$151,007 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

169 organizations qualified on sector, size, and geography → **169** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,294	\$26,584	\$39,563	\$64,130	\$90,529	\$28,000
----------	----------	----------	----------	----------	----------



● 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 CO 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
Ministerio Internacional Puert	NJ	\$151,578	President	\$41,600	\$38,735	2023
Cbs Lebanon Inc	TX	\$150,137	President & Ceo	\$102,000	\$106,407	2023
Jay Eberly Ministries Inc	IA	\$151,928	Director	\$57,147	\$63,383	2024
Apache Youth Ministries Inc	AZ	\$152,287	Program Coordinator	\$43,390	\$43,519	2023
Biblical Nouthetic Ministries	NY	\$149,599	Sec/treas	\$33,800	\$30,938	2024
Blue Ocean Faith	CA	\$152,755	Executive Director	\$124,669	\$112,269	2023
Ministerio Internacional Evangelio	MA	\$149,224	President	\$32,600	\$29,675	2024
Tommy Bates Ministries Inc	KY	\$147,112	President/trus	\$14,000	\$15,686	2023
David Crain New Life Ministries	TX	\$146,736	President	\$34,054	\$34,506	2024
Joshua And Caleb Ministries Inc	PA	\$155,349	Chairman	\$44,791	\$46,583	2023
New Sower Christian Church Cor	NY	\$146,635	Teacher Minist	\$28,300	\$26,669	2023
Trowbridge Ministries	AZ	\$146,613	President	\$32,299	\$31,465	2024
Friends Church Extension Fund	OR	\$146,565	Treasurer	\$10,000	\$9,407	2024
Jewish Center And Federation Of The	NY	\$155,588	Executive Director (Part Year)	\$18,795	\$17,712	2023
Palisades Church A Nj Nonprofit Cor	NJ	\$146,305	President	\$40,000	\$37,245	2023
City Of Zion Church	MD	\$155,928	Pastor	\$65,275	\$63,643	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Saul To Paul Ministries	IN	\$155,939	Director	\$28,844	\$30,812	2024
Restoration Ministries Inc	AZ	\$145,293	Director	\$55,000	\$55,163	2023
Joshua's Way Inc	SC	\$145,119	President	\$16,500	\$17,437	2024
Culturebound Inc	OR	\$157,370	Exectuive Director	\$55,200	\$50,588	2025
Ministerio Internacional El Gran Yo Soy Inc	IN	\$144,409	Trustees	\$12,200	\$13,417	2023
Biblical Faith Ministries Inc	TX	\$144,092	Office Manager	\$38,196	\$39,846	2023
Withhim Church	NV	\$143,842	Pastor	\$24,000	\$25,089	2023
Campus Christian Fellowship Asu	NC	\$143,336	Sr Campus Minister	\$62,560	\$65,479	2024
Messianic Times Inc	NY	\$141,823	Co-executive Director	\$26,011	\$24,512	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 169 organizations. Compensation range \$2,630–\$162,808; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$151,007); for reference, expenses \$0 and assets \$15,430. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Rita Hooker, reported title "*OFFICE MANAGER*", 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	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	27 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	26 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 (Rita Hooker) 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 169 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,000 is reasonable (approximately the 27th 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.