

Kendrick Ministries Inc

Executive Director / CEO

EIN 311522478

MS · NTEE T20Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bob M Kendrick, Executive Director / CEO** (\$108,000) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

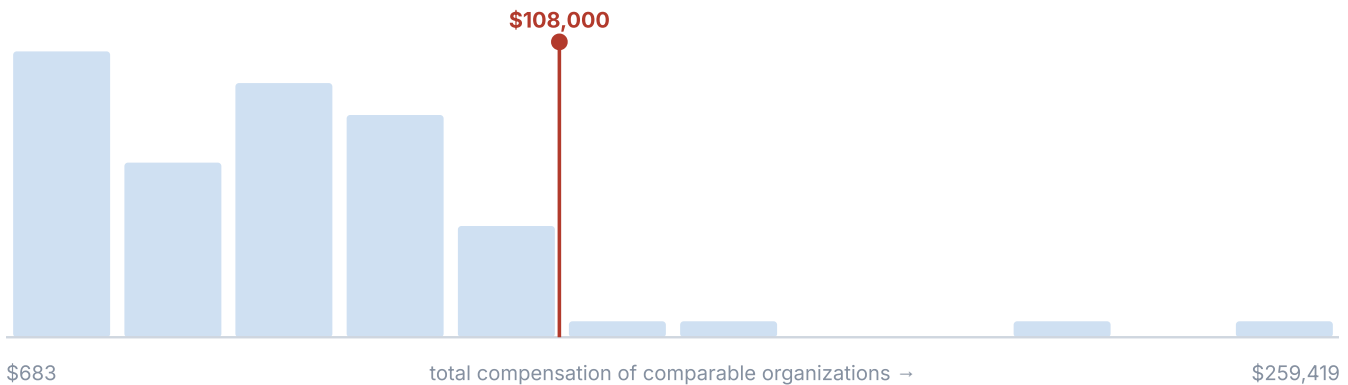
Benchmarked executive: Bob M Kendrick — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T20Z).
BUDGET	Total revenue between \$279,547 and \$625,852 — 0.67x to 1.50x the subject's \$417,235 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,030	\$20,241	\$51,989	\$71,313	\$99,888	\$108,000
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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 MS 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
Gasol Foundation	CA	\$416,362	Executive Director (Until	\$87,033	\$67,478	2024
Friends Of Grace Church School Brooklyn	NY	\$423,755	Director	\$88,697	\$74,089	2023
Hemophilia Foundation Of Md Inc	MD	\$398,532	Executive Director	\$89,234	\$74,905	2024
Ohio Credit Union Foundation	OH	\$398,325	President	\$79,571	\$77,905	2023
Truong Buu Diep Foundation	CA	\$398,318	Chief Executive Officer	\$91,000	\$68,734	2025
The Home Builders Charitable Foundation	MO	\$395,137	Executive Vice President	\$17,096	\$16,258	2024
Companions In Courage Foundation	NY	\$391,304	Secretary/executive Director	\$106,815	\$86,663	2024
Emmanuel's Hammer Inc	SC	\$390,510	Executive Director	\$72,000	\$67,442	2024
Hope Springs Water	TX	\$383,507	Executive Di	\$3,125	\$2,807	2024
Wesley Towers Foundation	KS	\$379,472	President/ceo	\$15,371	\$15,350	2023
The Boselli Foundation	FL	\$466,701	Executive Dir.	\$117,969	\$99,504	2024
Esba Inc	GA	\$367,469	Pres	\$45,600	\$42,383	2023
Gavilan College Educational Foundation	CA	\$366,665	Director	\$22,661	\$17,569	2024
Nathan Family Supporting Foundation	LA	\$363,146	Secretary/treasurer	\$12,957	\$12,810	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Maurice C La Grua Center	CT	\$360,619	Executive Di	\$82,521	\$67,680	2025
Mccb Transitions Inc	MO	\$474,865	Director	\$70,417	\$66,965	2024
Millersport Lion Sweet Corn Festiva	OH	\$476,932	Secretary	\$2,705	\$2,572	2024
Gateways Beyond International	WA	\$477,141	President	\$35,989	\$29,785	2023
Meals On Wheels Of Greenville Endowment Fund Inc	SC	\$482,152	Executive Director	\$14,725	\$13,793	2024
Robert B Spencer Foundation	NM	\$351,996	Secretary	\$32,419	\$30,500	2025
The United Methodist Retirement	NC	\$350,999	Chief Financial Officer	\$28,807	\$26,725	2024
Hope Of Peace Foundation	KS	\$484,016	President/chairman	\$46,238	\$44,851	2024
College Ministries Of Virginia	VA	\$350,231	Executive Campus Minister	\$53,506	\$47,756	2023
Arkansas Methodist Medical Center	AR	\$350,052	Cfo/ceo	\$18,725	\$18,898	2024
The Wanderer Family Foundation	NY	\$350,000	Trustee	\$69,484	\$58,040	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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	70 organizations. Compensation range \$683–\$259,419; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$417,235); for reference, expenses \$384,177 and assets \$385,761.
ROLE MATCH	Bob M Kendrick, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	93 rd
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	64 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 (Bob M Kendrick) 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 70 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$108,000 is reasonable (approximately the 93rd 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.