

Passion 4 People International Inc

Executive Director / CEO

EIN 320174243
 OR · NTEE X20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Brad Butcher, Executive Director / CEO** (\$95,328) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

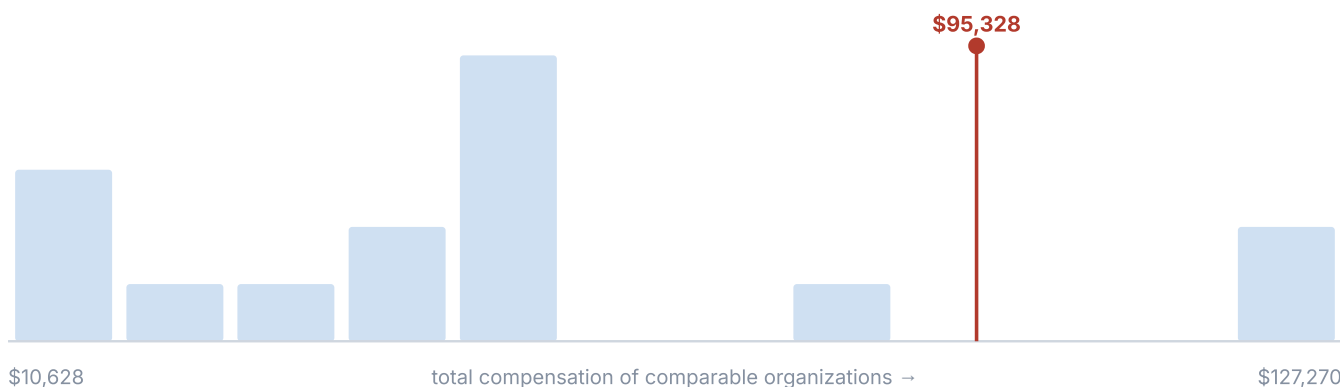
Benchmarked executive: Brad Butcher — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

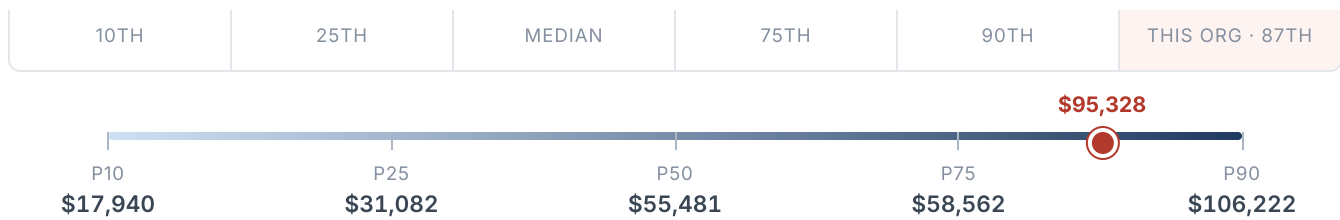
SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$231,484 and \$518,248 — 0.67x to 1.50x the subject's \$345,499 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + OR + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,940	\$31,082	\$55,481	\$58,562	\$106,222	\$95,328
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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
Into The Deep	OR	\$343,187	Director Ceo	\$127,270	\$127,270	2023
Gotta Go Corporation	OR	\$353,331	President	\$24,000	\$23,311	2024
Walking Tall Southern Oregon	OR	\$368,272	Director/pres	\$41,000	\$41,000	2023
Christian Association For	OR	\$307,185	President	\$10,628	\$10,628	2023
Sanctuary Inn Inc	OR	\$390,803	President & Ceo	\$60,583	\$58,845	2024
Faber Institute	OR	\$292,317	Director	\$127,909	\$121,037	2025
Eloeh Eagles Wings	OR	\$406,145	Co-sustainers	\$58,556	\$56,876	2024
In His Wakes Inc	OR	\$267,542	President	\$40,000	\$38,852	2024
Ministerio Cristiano Venga Tu Reino	OR	\$425,466	President	\$46,386	\$45,055	2024
Redeeming The Nations Ministries Inc	OR	\$260,874	Founder And President	\$84,000	\$84,000	2023
Hispanics For Christ	OR	\$256,689	Executive Director	\$18,000	\$17,484	2024
Be Bold Street Ministries	OR	\$246,950	Executive Director	\$56,400	\$56,400	2023
Sons Of Thunder Ministries & Publications Inc	OR	\$453,285	President	\$60,000	\$58,279	2024
Northern Light Ministries	OR	\$454,037	President, Excutive Director	\$18,624	\$18,624	2023
Acres Of Hope	OR	\$500,786	Executive Di	\$57,120	\$55,481	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 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	15 organizations. Compensation range \$10,628–\$127,270; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$345,499); for reference, expenses \$368,498 and assets \$27,263.
ROLE MATCH	Brad Butcher, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	87 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	87 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 (Brad Butcher) 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 15 similarly situated organizations (Same NTEE sector (X20) + OR + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,328 is reasonable (approximately the 87th 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.