

Touch Life Mission

Executive Director / CEO

EIN 330728186
 CA · NTEE X90
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Dr Gordon S Lee, Executive Director / CEO** (\$32,400) against **every comparable organization** that fit the selection criteria — **524** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

Benchmarked executive: Dr Gordon S Lee — 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 (X90).
BUDGET	Total revenue between \$78,172 and \$175,012 — 0.67x to 1.50x the subject's \$116,675 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

524 organizations qualified on sector, size, and geography → **524** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,301	\$19,577	\$38,068	\$62,685	\$91,827	\$32,400
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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 CA 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
Joyous Community Church	CA	\$116,726	Ceo	\$40,000	\$38,852	2024
Steadfast Family Farm Inc	GA	\$116,606	Treasurersecretary	\$22,246	\$25,161	2024
Mary Esther Church Of Christ	FL	\$116,799	Evangelist & Secretary	\$52,800	\$57,442	2023
Church United	CA	\$116,515	Vice President	\$45,000	\$43,709	2024
The Center For Spiritual Formation Inc	PA	\$116,000	Center Director	\$30,000	\$34,646	2023
Christian Television Network Inc Mo	FL	\$117,557	President	\$7,630	\$8,301	2023
Leckrone Ministries Inc	IN	\$115,776	President	\$15,600	\$19,052	2023
Greater Beaver Meadow Mb Church	MS	\$115,698	Pastor Ceo	\$38,213	\$49,287	2023
Abide In Him Ministries Inc	NC	\$117,818	Chairman	\$71,500	\$83,103	2024
Ron Herrod Evangelistic Ministry Association	TN	\$117,825	Board Member	\$67,404	\$82,051	2023
St Martin The Merciful Orthodox Christian Church Inc	OR	\$115,378	President Rector Dir	\$18,000	\$19,358	2023
Grad Resources	TX	\$117,974	Chairman	\$72,000	\$81,014	2024
Get The Word Out Inc	CO	\$115,218	President	\$41,670	\$44,945	2024
Sylvan Nook Church Of Christ	IN	\$118,134	Secretary And Minister	\$65,385	\$79,852	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gospel Outreach Ministries Inc	OK	\$115,164	Secretarytreasurer	\$7,154	\$9,123	2023
Shalam Ministries Ltd	MO	\$118,306	President And Director	\$26,220	\$31,239	2024
Bethel Institute For Social Justice	MA	\$118,444	Cfo	\$20,412	\$21,242	2023
Congregacion Maranatha Inc	MA	\$118,535	President	\$6,000	\$6,065	2024
Ministerio Internacional El Rey Jesus Texas	TX	\$114,572	President	\$4,333	\$5,020	2023
Opera Leggera Inc	TX	\$114,570	Vice Presidentartisti	\$22,475	\$26,036	2023
Brazil Outreach Ministries Unlimited	CO	\$114,536	Secr/treasurer	\$6,000	\$6,472	2024
Event Evangelism Inc	FL	\$114,474	President	\$1	\$1	2024
Reaching International	TX	\$119,195	President/director	\$50,004	\$56,264	2024
Kingdom Strategies International	CA	\$119,229	President And Executive Director	\$52,000	\$50,508	2024
Sound Interpretation Project	OR	\$114,104	President, Director Sip	\$52,200	\$56,139	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **524** organizations. Compensation range \$1–\$532,363; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$116,675); for reference, expenses \$235,783 and assets \$1,630,989. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dr Gordon S Lee, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	42 nd
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	39 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 (Dr Gordon S Lee) 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 524 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,400 is reasonable (approximately the 42nd 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.