

The Kings Men

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Mark Houck, Executive Director / CEO** (\$59,559) against **every comparable organization** that fit the selection criteria — **207** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

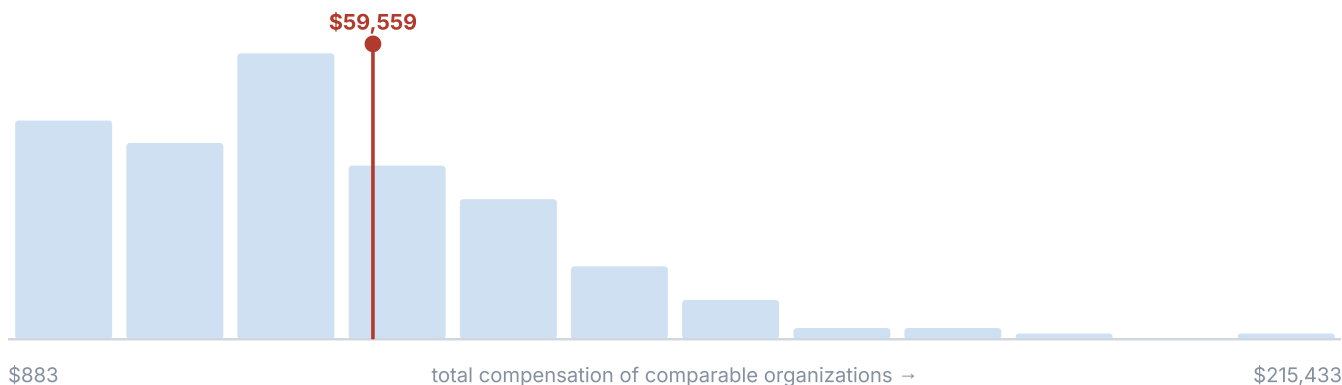
Benchmarked executive: Mark Houck — reported title "OFFICER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

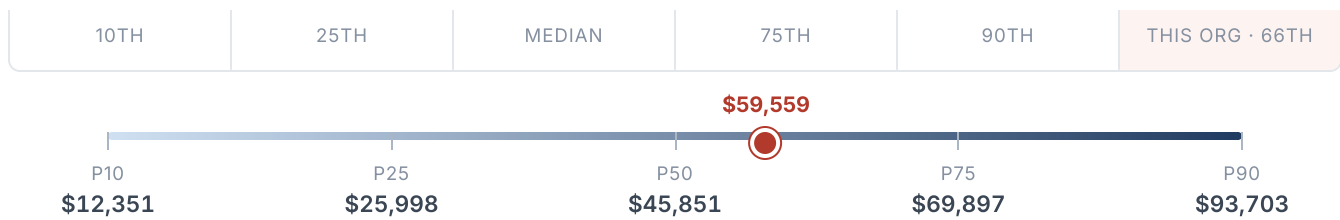
SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$131,687 and \$294,823 — 0.67x to 1.50x the subject's \$196,549 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

207 organizations qualified on sector, size, and geography → **207** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,351	\$25,998	\$45,851	\$69,897	\$93,703	\$59,559
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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 PA 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
Community Kids	MI	\$196,132	Mission/vision Director	\$44,800	\$47,739	2023
Compassion Counseling	TN	\$196,114	Director	\$50,000	\$52,703	2024
Project Trust Inc	NJ	\$197,359	President	\$118,560	\$106,149	2024
Workforce Chaplaincy	CA	\$197,484	Chief Executive Officer	\$139,100	\$120,446	2024
Peregrino Hermitage Ltd	CO	\$195,414	President	\$24,000	\$23,759	2023
The Tent Inc	TN	\$195,225	Executive Director	\$39,996	\$43,403	2023
New Life Christian Center Inc	IN	\$198,595	Pastor President	\$6,000	\$6,532	2023
Camp Christian Of Northeast Oklahoma Inc	OK	\$198,689	Executive Director	\$38,796	\$44,104	2023
The Profound Treasury Dharma Foundation Inc	NY	\$198,750	Treasurer & Executive Director	\$12,000	\$10,874	2024
Rogers Public Education Foundation	AR	\$200,270	Executive Di	\$52,500	\$60,925	2023
Brent Gambrell Ministries	TN	\$192,827	President	\$47,702	\$51,766	2023
Vaad Hakashruth Of Kansas City Inc	KS	\$192,474	Executive Director (Term Ended October 2023)	\$51,223	\$57,131	2023
Shepherding The Nations	CA	\$201,635	Intern'l Dir	\$61,300	\$53,079	2024
Rawtools Inc	CO	\$202,903	Executive Director	\$59,900	\$59,297	2023
Webster Men Of Courage Inc	LA	\$203,025	Director	\$60,000	\$68,208	2023
North Georgia Interfaith Minis	GA	\$189,684	Exec Director	\$51,365	\$53,319	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Child Evangelism Fellowship Eastern Pennsylvania	PA	\$203,630	Director	\$36,081	\$37,147	2023
Harry Wilson Ministries Inc	OK	\$203,876	President	\$80,000	\$88,335	2024
The Momentum Group	ID	\$188,950	Ceo	\$43,661	\$46,575	2024
Beauty For Ashes Ministries Inc	TN	\$187,796	Executive Director Vice Pres	\$29,500	\$32,013	2023
Randydon Ministries	MI	\$187,387	President	\$98,506	\$101,957	2024
Underground House Of Prayer	SD	\$206,489	President	\$15,667	\$17,851	2023
The 102 Project	NE	\$206,598	Executive Di	\$40,000	\$43,142	2024
True Daughters Inc	NC	\$206,637	President	\$68,958	\$73,560	2023
Christian Healing Network	CO	\$206,697	Executive Dir.	\$32,815	\$30,739	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 207 organizations. Compensation range \$883–\$215,433; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$196,549); for reference, expenses \$174,700 and assets \$5,851.

ROLE MATCH Mark Houck, reported title *"OFFICER"*, 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	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	66 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	92 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 (Mark Houck) 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 207 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,559 is reasonable (approximately the 66th 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.