

# Iglesia De Dios Jehova Proveer

Executive Director / CEO

EIN 331219015

PA · NTEE X21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ludwing Cordon, Executive Director / CEO** (\$69,000) against **every comparable organization** that fit the selection criteria — **305** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Ludwing Cordon — reported title “SENIOR PASTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

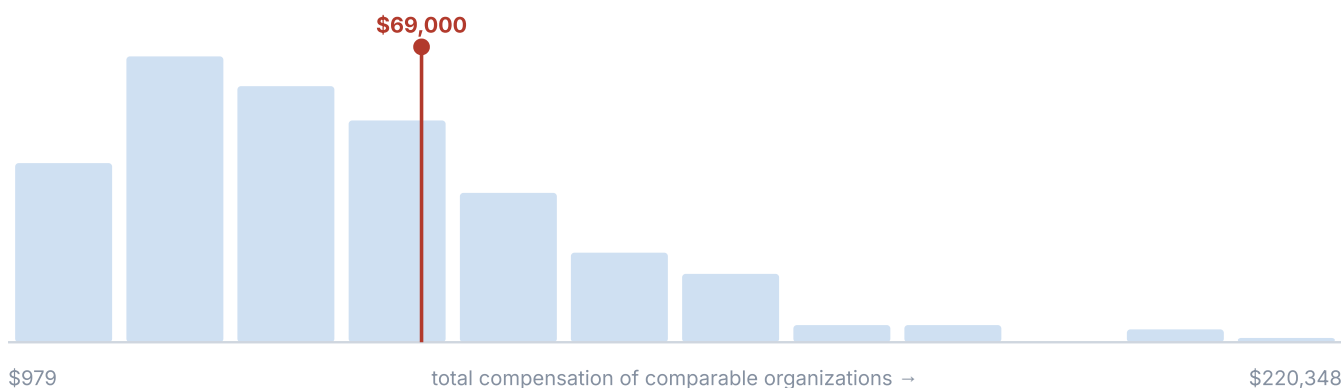
**SECTOR** Organizations sharing the subject's NTEE classification (X21).

**BUDGET** Total revenue between \$154,107 and \$345,016 — 0.67x to 1.50x the subject's \$230,011 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

**305** organizations qualified on sector, size, and geography → **305** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,763

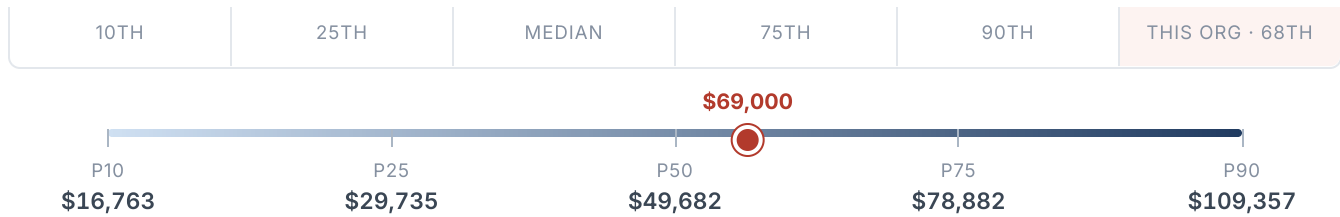
\$29,735

\$49,682

\$78,882

\$109,357

**\$69,000**



## ● 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 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
<a href="#">Movement International</a>	MI	\$230,574	Ceo And President	\$32,400	<b>\$33,535</b>	2023
<a href="#">Jwb Ministries Inc</a>	TX	\$230,621	President	\$42,789	<b>\$42,921</b>	2023
<a href="#">Assembly Of God Hope And Life</a>	VA	\$230,783	President	\$57,200	<b>\$57,653</b>	2022
<a href="#">Ed Lacy Ministries Inc</a>	AL	\$230,847	President	\$65,728	<b>\$69,162</b>	2024
<a href="#">International Biblical Training Inc</a>	GA	\$229,046	President	\$80,877	<b>\$81,546</b>	2023
<a href="#">Society Of The Good Shepherd</a>	PA	\$228,690	Vp	\$4,400	<b>\$4,274</b>	2024
<a href="#">Christian World Missions</a>	MS	\$231,484	Executive Director	\$20,799	<b>\$23,229</b>	2023
<a href="#">Washington Deliverance Evangelistic</a>	MD	\$228,250	President	\$73,738	<b>\$69,129</b>	2023
<a href="#">House Revival Ministries Inc</a>	GA	\$231,858	President	\$22,570	<b>\$22,757</b>	2023
<a href="#">Grace Line Inc</a>	TX	\$227,973	President	\$108,944	<b>\$106,145</b>	2024
<a href="#">Clay Music</a>	CA	\$227,900	President	\$62,400	<b>\$52,482</b>	2024
<a href="#">Nashville Fellows Program Inc</a>	TN	\$227,608	Executive Director	\$80,000	<b>\$84,324</b>	2023
<a href="#">Evangelization Society Of Phila</a>	PA	\$232,492	President	\$119,200	<b>\$112,796</b>	2025
<a href="#">Joshua Revolution</a>	NY	\$227,421	President	\$5,035	<b>\$4,562</b>	2023
<a href="#">Friend Of God Ministries Inc</a>	MS	\$227,370	Director	\$39,000	<b>\$42,307</b>	2024
<a href="#">Wells Ministries Inc DbA Kids N Missions</a>	OK	\$227,173	President	\$18,337	<b>\$19,667</b>	2024
<a href="#">Jehovah Jireh Ministries Of West Mi</a>	MI	\$226,647	Executive Di	\$69,810	<b>\$68,373</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">New Fire For Christ</a>	VA	\$226,485	President	\$130,667	<b>\$126,515</b>	2023
<a href="#">Iglesia Kayros Nuevo Renacer</a>	RI	\$233,827	Pastor	\$20,251	<b>\$18,913</b>	2024
<a href="#">One80 Ministries</a>	PA	\$235,038	Executive Director	\$34,710	<b>\$33,714</b>	2024
<a href="#">Grace Korean Church</a>	MD	\$235,252	Pastor And President	\$37,900	<b>\$34,512</b>	2024
<a href="#">Next Generation Mission Inc</a>	MN	\$235,702	President	\$10,000	<b>\$9,624</b>	2024
<a href="#">Greenview Madani Center Inc</a>	GA	\$224,036	Director	\$36,400	<b>\$35,649</b>	2024
<a href="#">Priority Insight Inc</a>	GA	\$236,113	Director	\$121,897	<b>\$119,380</b>	2024
<a href="#">Agape Source Inc</a>	FL	\$223,787	President	\$29,718	<b>\$27,192</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>305</b> organizations. Compensation range \$979–\$220,348; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$230,011); for reference, expenses \$153,281 and assets \$1,190,127.
ROLE MATCH	Ludwing Cordon, reported title " <i>SENIOR PASTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	9 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	68 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	65 <sup>th</sup>
Reportable pay only (column D), adjusted	77 <sup>th</sup>
All sources (D + E + F), adjusted	67 <sup>th</sup>

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 (Ludwing Cordon) 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 305 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,000 is reasonable (approximately the 68<sup>th</sup> 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.