

# Archangel Gabriel Enterprises Inc

Executive Director / CEO

EIN 341899005  
OH · NTEE X800  
FY ending 2024-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Kathleen Pearce, Executive Director / CEO** (\$59,119) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 81<sup>st</sup> percentile of comparable organizations**

within the typical range

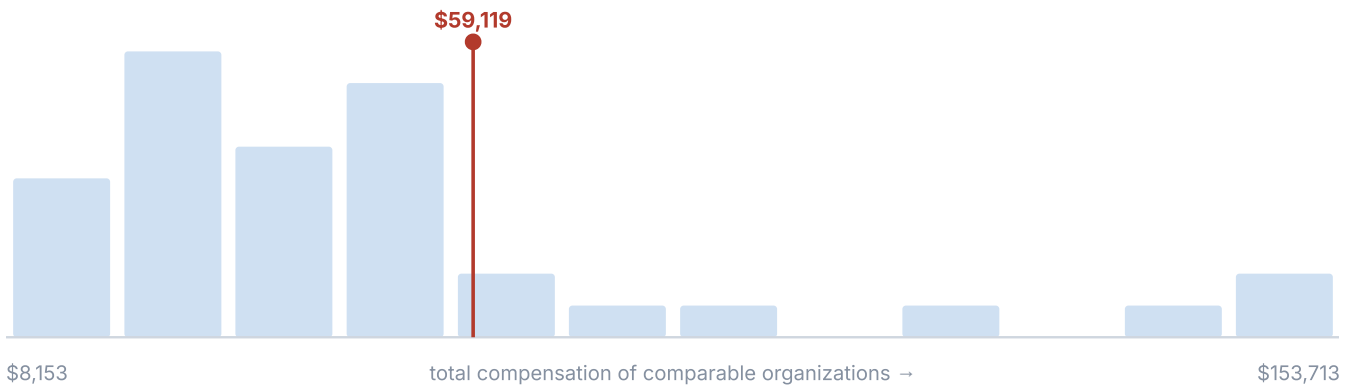
**Benchmarked executive:** Kathleen Pearce — reported title "SECRETARY/TR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X800).
BUDGET	Total revenue between \$152,569 and \$341,572 — 0.67x to 1.50x the subject's \$227,715 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X80), nationwide + budget 0.67–1.5x revenue.

**36** organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,287	\$22,815	\$41,428	\$55,423	\$97,088	\$59,119
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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 OH 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="#">Unashamed Truth Ministries Inc</a>	NC	\$233,972	Managing Director	\$60,000	<b>\$58,533</b>	2024
<a href="#">Lineage Journey Inc</a>	CA	\$218,856	Ceo	\$26,927	<b>\$21,953</b>	2024
<a href="#">Heidelberg Reformation Association</a>	CA	\$236,699	President	\$10,000	<b>\$8,153</b>	2024
<a href="#">Northwest Energy Supply Cooperative</a>	OR	\$217,866	Chief Exec O	\$28,000	<b>\$24,550</b>	2024
<a href="#">Disciple Daily Inc</a>	TX	\$242,576	President/di	\$23,678	<b>\$23,023</b>	2023
<a href="#">Lumenations</a>	AR	\$243,295	Executive Director	\$46,000	<b>\$48,818</b>	2024
<a href="#">Odyssey Impact Inc</a>	NY	\$246,229	Executive Dir.	\$175,000	<b>\$153,713</b>	2023
<a href="#">Jehu Ministries International Inc</a>	MI	\$247,811	Pastor - Dir	\$151,200	<b>\$147,348</b>	2024
<a href="#">The Fig Tree</a>	WA	\$206,620	Editor Publisher	\$42,000	<b>\$36,552</b>	2023
<a href="#">Brenda Walsh Ministries</a>	TN	\$206,263	President	\$30,352	<b>\$31,013</b>	2023
<a href="#">Joseph Devineaux International Inc</a>	FL	\$251,175	President	\$48,050	<b>\$43,877</b>	2023
<a href="#">Thrive City Church</a>	AZ	\$251,420	Colbert	\$60,979	<b>\$55,370</b>	2024
<a href="#">Christianity Engaged</a>	AZ	\$202,861	President And Ceo	\$96,000	<b>\$87,169</b>	2024
<a href="#">Take Me To Truth Inc</a>	CO	\$255,335	Director	\$14,400	<b>\$13,037</b>	2024
<a href="#">Center For Cultural Leadership</a>	CA	\$255,946	President	\$43,861	<b>\$35,759</b>	2024
<a href="#">Church Prayer Leaders Network Inc</a>	IN	\$260,838	Chairman	\$46,000	<b>\$45,800</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Revival Plan Association</a>	CA	\$189,096	President	\$54,808	<b>\$46,004</b>	2023
<a href="#">Lifegate Inc</a>	IN	\$267,523	President	\$54,000	<b>\$55,354</b>	2023
<a href="#">Ao Lab</a>	MI	\$269,464	Executive Director	\$12,000	<b>\$11,393</b>	2025
<a href="#">Lowery Institute For Excellence</a>	TX	\$185,534	President	\$72,000	<b>\$68,000</b>	2024
<a href="#">Reflecting The Truth Ministriesinc</a>	TN	\$184,654	President	\$22,316	<b>\$22,147</b>	2024
<a href="#">Two Guys And A Bible Inc</a>	MO	\$270,791	President	\$21,554	<b>\$22,191</b>	2023
<a href="#">Creative Media Ministries Inc</a>	CA	\$272,426	President	\$68,173	<b>\$55,580</b>	2024
<a href="#">Friends Of The Bridegroom</a>	MO	\$275,560	Chairman	\$18,000	<b>\$17,536</b>	2025
<a href="#">Highway 19 Ministries</a>	WA	\$277,333	President	\$25,200	<b>\$21,302</b>	2024

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

## Sample, role match & sensitivity

PEER COUNT	36 organizations. Compensation range \$8,153–\$153,713; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$227,715); for reference, expenses \$252,346 and assets \$204,148.
ROLE MATCH	Kathleen Pearce, reported title " <i>SECRETARY/TR</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	1 peer 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	72 <sup>nd</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	78 <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 (Kathleen Pearce) 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 36 similarly situated organizations (Same NTEE sector (X80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,119 is reasonable (approximately the 81<sup>st</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.