

Eileen And Myron Nickman Family

Executive Director / CEO

EIN 341916911

OH · NTEE X11

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Mr Barry Reis, Executive Director / CEO** (\$40,331) against **every comparable organization** that fit the selection criteria — **101** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

Benchmarked executive: Mr Barry Reis — reported title “TREASURER/TRUSTEE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

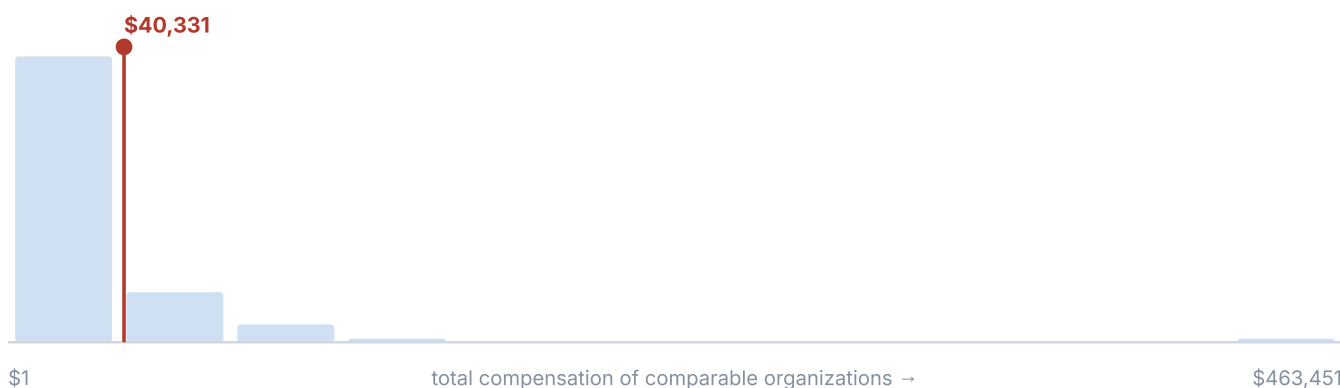
SECTOR Organizations sharing the subject's NTEE classification (X11).

BUDGET Total revenue between \$24,413 and \$54,657 — 0.67x to 1.50x the subject's \$36,438 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

101 organizations qualified on sector, size, and geography → **101** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$2,853	\$4,857	\$15,137	\$30,106	\$50,737	\$40,331
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 83RD
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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
House Of Hope Church	CA	\$36,386	Ceo	\$1	\$1	2024
Liferesource Ministries Inc	NV	\$36,271	Minister	\$24,830	\$22,825	2024
New Mexico Family Action Foundation	NM	\$36,067	Executive Dir.	\$36,000	\$35,509	2024
Kind Holy House	CA	\$36,002	Office Assistant	\$14,400	\$11,109	2025
Word Of God Ministry To The Nations	CA	\$37,091	Ceo	\$12,000	\$9,503	2024
Oakland Mills Interfaith Inc	MD	\$35,665	Executive Vice President	\$102,625	\$90,586	2023
Ross Ministries Inc	TX	\$37,273	President	\$112,309	\$106,070	2023
Sportworks Ministry Inc	NC	\$37,297	Campus Director	\$3,000	\$2,927	2023
Steve Cassell Ministries	IL	\$37,385	President	\$52,000	\$46,882	2024
Angel Rock Charities	LA	\$37,662	President	\$27,500	\$28,590	2023
The Living Truth Holiness Church Of God Inc	NJ	\$37,873	President	\$3,500	\$2,866	2024
Tri Nghiem Association	CA	\$38,032	President	\$5,200	\$4,118	2024
Wright Way Ministries Inc	FL	\$38,033	President	\$30,000	\$25,845	2024
Discovery Missions International Inc	TX	\$34,820	Director	\$92,644	\$87,497	2023
New Generation Apostolic Holiness	FL	\$34,782	President	\$13,570	\$11,691	2024
Methodist Church Nigeria Usa Inc	MD	\$34,536	Minister In Charge	\$13,500	\$11,916	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Land In Between Ministry	VA	\$38,457	Officer	\$57,300	\$50,737	2024
Jewish Life Network	TX	\$34,001	Director	\$19,500	\$18,417	2023
John C Vaughn Evangelistic	SC	\$39,105	Director	\$4,150	\$3,970	2024
Philadelphia Bible Institute College & Seminary In	MD	\$39,200	President	\$500	\$429	2024
Heartcry For Change	WA	\$39,270	President	\$15,000	\$12,680	2023
Christ's Servants Abroad	FL	\$33,600	President	\$24,000	\$20,676	2024
Jesus Is Enough Corp	ID	\$39,825	Secretary	\$8,732	\$8,518	2024
Apostle Born Ministries Inc	TX	\$39,874	President	\$102,168	\$93,724	2024
Tree Of Life Ministries Of Daytona	FL	\$40,059	President	\$80,860	\$69,662	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 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 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.

Sample, role match & sensitivity

PEER COUNT	101 organizations. Compensation range \$1–\$463,451; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$36,438); for reference, expenses \$9,497 and assets \$1,251,399. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Mr Barry Reis, reported title " <i>TREASURER/TRUSTEE</i> ", 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 11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 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	83 rd
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 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 (Mr Barry Reis) 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 101 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,331 is reasonable (approximately the 83rd 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.