

National Service Committee Of The Catholic Charismatic Renewal Of The Us

Executive Director / CEO

EIN 351345952
 PA · NTEE X20Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Alicia Hartle, Executive Director / CEO** (\$94,725) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

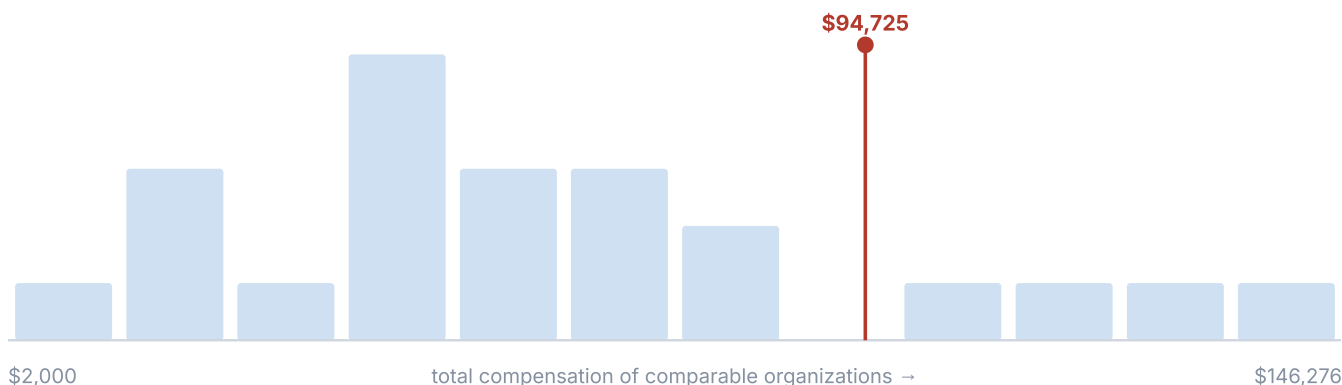
Benchmarked executive: Alicia Hartle — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20Z).
BUDGET	Total revenue between \$248,360 and \$556,032 — 0.67x to 1.50x the subject's \$370,688 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + PA + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,033 10TH	\$40,789 25TH	\$55,661 MEDIAN	\$80,948 75TH	\$119,257 90TH	\$94,725 THIS ORG · 82ND
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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
Spread Of Grace Ministries	PA	\$372,716	Executive Di	\$123,486	\$123,486	2024
Ag Riverside In Philadelphia	PA	\$380,598	President	\$52,500	\$54,051	2023
Neck Ministries	PA	\$357,662	President	\$121,010	\$121,010	2024
The Journey Ministry Inc	PA	\$351,264	Chairman Of	\$64,590	\$64,590	2024
Connectup Inc	PA	\$344,231	Executive Di	\$48,086	\$48,086	2024
Good News For Life Inc	PA	\$337,960	Board Member	\$47,655	\$49,063	2023
Free Indeed	PA	\$333,074	Admin	\$80,986	\$83,378	2023
Accounting Beyond Borders	PA	\$330,426	Executive Director	\$57,270	\$57,270	2024
Youth With A Mission Greater Phila	PA	\$329,043	Treasurer	\$14,900	\$15,340	2023
Bethesda Miracle Worship Center	PA	\$307,342	Pastor	\$18,000	\$18,000	2024
Armor Of Light	PA	\$441,786	Administrator	\$40,039	\$41,222	2023
Philadelphia Gospel Movement	PA	\$442,644	Executive Di	\$86,000	\$86,000	2024
Pittsburgh Region International Student Ministries	PA	\$449,821	Director	\$146,276	\$146,276	2024
Parish Resource Center Inc	PA	\$451,557	Executive Di	\$100,512	\$103,481	2023
Preparing The Way Ministries Inc	PA	\$288,722	President	\$39,802	\$40,978	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kingdom Resources For Christ Inc	PA	\$276,890	President	\$29,500	\$29,500	2024
House Of Wisdom - Chrída	PA	\$260,369	Senior Pastor	\$2,000	\$2,000	2024
Love Inc Of Greater Hershey	PA	\$259,558	Executive Di	\$39,558	\$40,726	2023
One Million Children Inc	PA	\$251,485	President And Executive Director	\$58,333	\$58,333	2024
Big Brothers Big Sisters Of Northeastern	PA	\$495,450	Chief Executive Officer	\$68,404	\$68,404	2024
Northwestern Pennsylvania Baptist	PA	\$498,574	Executive Director	\$71,545	\$73,658	2023
Global Tribes Outreach Inc	PA	\$505,427	Field Director	\$18,333	\$18,333	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 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	22 organizations. Compensation range \$2,000–\$146,276; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$370,688); for reference, expenses \$380,275 and assets \$193,509.
ROLE MATCH	Alicia Hartle, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	82 nd
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	82 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 (Alicia Hartle) 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 22 similarly situated organizations (Same NTEE sector (X20) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$94,725 is reasonable (approximately the 82nd 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.