

Truth Life And Word Outreach Organization

Executive Director / CEO

EIN 352349870
 TX · NTEE X20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tina Giles, Executive Director / CEO** (\$62,692) against **every comparable organization** that fit the selection criteria — **122** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

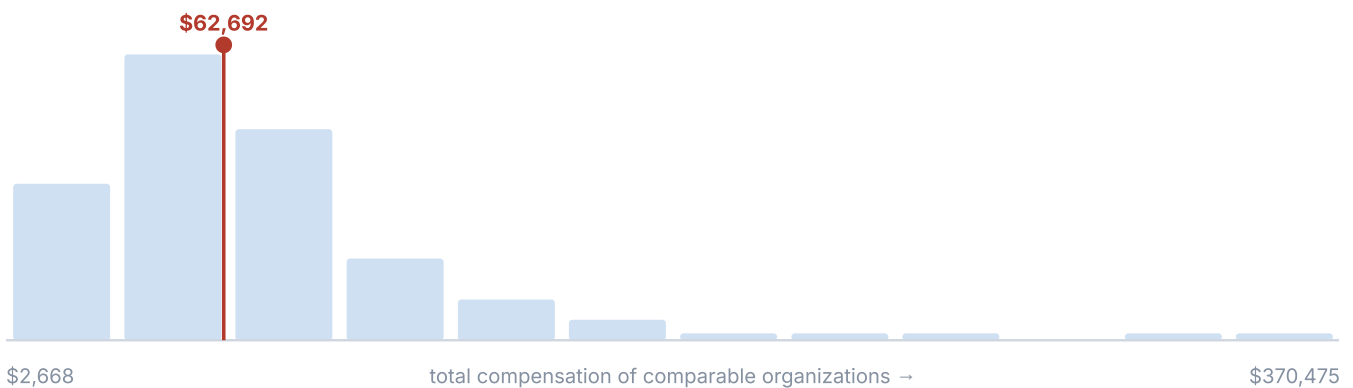
Benchmarked executive: Tina Giles — reported title “Admin/Outreach”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

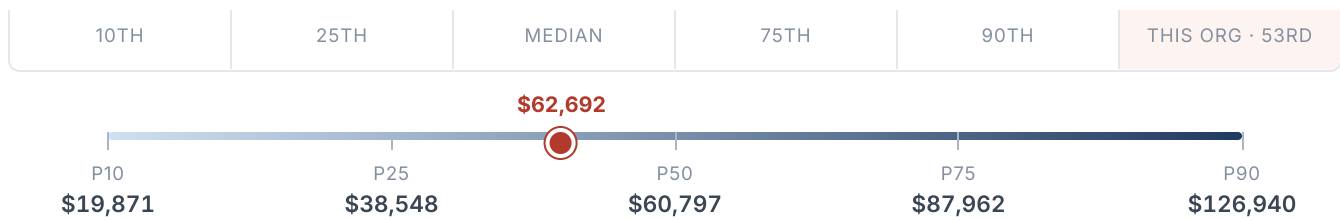
SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$324,878 and \$727,341 — 0.67x to 1.50x the subject's \$484,894 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

122 organizations qualified on sector, size, and geography → **122** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,871	\$38,548	\$60,797	\$87,962	\$126,940	\$62,692
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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 TX 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
Program For Humanitarian Aid Inc	TX	\$485,521	Co-exec. Direct	\$57,700	\$56,045	2024
Bible Passages	TX	\$482,551	Director	\$50,000	\$48,566	2024
Jerusalem Seminary	TX	\$492,226	Dir./president	\$55,440	\$53,849	2024
True North Retreats	TX	\$475,864	Executive Director	\$161,653	\$157,015	2024
Well Community	TX	\$494,046	Executive Director	\$92,899	\$90,234	2024
Iglesia Evangelica Filadelfia Of Sherman	TX	\$475,526	Senior Pastor	\$42,200	\$42,200	2023
Christ Counseling Ministry Inc	TX	\$467,658	Executive Director	\$36,663	\$35,611	2024
San Antonio Marriage Initiative	TX	\$502,285	Secretary	\$22,195	\$21,558	2024
Swanberg Christian Ministries	TX	\$464,583	President	\$170,222	\$170,222	2023
Mission Catalyst International Inc	TX	\$506,263	President	\$69,229	\$67,243	2024
Net Increase Foundation	TX	\$507,066	Executive Director	\$276,163	\$268,240	2024
Jubilee World Missions Inc	TX	\$507,088	President	\$52,000	\$52,000	2023
Christ Is Life Ministries	TX	\$461,398	Founder	\$64,302	\$62,457	2024
Reconciliation Ministries International Inc	TX	\$457,182	President	\$67,500	\$65,563	2024
Finishing Well Ministries	TX	\$513,270	President	\$161,343	\$152,675	2025
Bible Outreach Ministries	TX	\$453,907	President	\$13,000	\$13,000	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Scatter	TX	\$516,016	Co-founder & Ceo	\$20,265	\$19,684	2024
Serenity Retreat For Healing	TX	\$518,796	Executive Director (From 6/3/2024)	\$42,865	\$41,635	2024
Fundacristo Missions International	TX	\$450,133	President	\$27,700	\$27,700	2023
Faith Impact Church	TX	\$520,112	Pastor Elder	\$42,780	\$41,553	2024
Rig Global Dfw	TX	\$447,021	Director	\$6,099	\$5,924	2024
Goby International Ministries	TX	\$446,958	President	\$14,400	\$14,400	2023
Wesley Foundation At Texas Tech	TX	\$523,819	Executive Director	\$74,888	\$74,888	2023
Levanta Ministries	TX	\$442,759	President	\$36,000	\$34,967	2024
Vida Nueva Para El Mundo	TX	\$533,218	Director	\$223,109	\$216,708	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 122 organizations. Compensation range \$2,668–\$370,475; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$484,894); for reference, expenses \$221,074 and assets \$0. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Tina Giles, reported title "*Admin/Outreach*", 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 1 peer 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	53 rd
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	52 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 (Tina Giles) 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 122 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,692 is reasonable (approximately the 53rd 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.