

# The Paul Rusch Foundation Inc

Executive Director / CEO

EIN 362179818

KY · NTEE Q200

FY ending 2025-03-31

June 10, 2026

This analysis benchmarks the total compensation of **Andrew Joyce, Executive Director / CEO** (\$99,112) against **every comparable organization** that fit the selection criteria — **150** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Andrew Joyce — 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 (Q200).

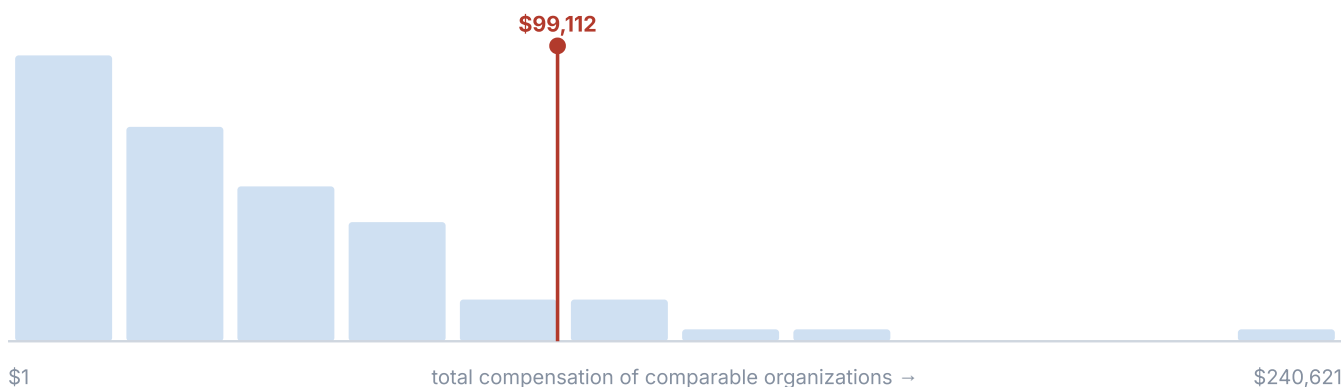
**BUDGET** Total revenue between \$83,522 and \$186,991 — 0.67x to 1.50x the subject's \$124,661 (the band tightens as size grows).

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

**150** organizations qualified on sector, size, and geography

→ **150** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,031	\$13,032	\$35,432	\$62,958	\$89,725	\$99,112
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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 KY 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="#">Afrika Tikkun Usa Inc</a>	OH	\$124,739	Exec Directo	\$75,000	<b>\$75,894</b>	2024
<a href="#">Compass Rose International</a>	CO	\$124,890	Ceo & Board President	\$32,650	<b>\$30,795</b>	2023
<a href="#">Glodev Inc</a>	FL	\$124,940	Ceo	\$2,658	<b>\$2,385</b>	2024
<a href="#">Partners In Compassionate Care Inc</a>	MI	\$124,335	Exec Dir Thr	\$53,242	<b>\$52,504</b>	2024
<a href="#">Mercy Partners</a>	NC	\$125,056	Executive Director	\$27,000	<b>\$25,967</b>	2025
<a href="#">Center For Peace Through Culture Inc</a>	MA	\$125,224	Executive Director	\$128,419	<b>\$110,254</b>	2024
<a href="#">Panel Group Thought For Action</a>	DC	\$125,863	Director	\$74,539	<b>\$62,493</b>	2024
<a href="#">Burkina Faso Outreach Inc</a>	MO	\$126,166	President	\$65,001	<b>\$65,776</b>	2024
<a href="#">Wholehearted Home Inc</a>	FL	\$126,449	President	\$38,750	<b>\$35,807</b>	2023
<a href="#">U S All Blessings Corporation</a>	TN	\$121,841	President	\$26,000	<b>\$26,882</b>	2023
<a href="#">Intermed International Inc</a>	NY	\$121,592	President & Program Direct	\$35,000	<b>\$30,217</b>	2024
<a href="#">The Caux Round Table</a>	MN	\$128,200	Executive Dir.	\$5,000	<b>\$4,720</b>	2024
<a href="#">Friends Of Basha</a>	OR	\$128,694	Executive Director	\$12,000	<b>\$10,647</b>	2024
<a href="#">Union Microfinanza Inc</a>	MI	\$129,176	President	\$14,992	<b>\$14,785</b>	2024
<a href="#">Yeshua Medical Ministries Inc</a>	NC	\$129,809	President	\$12,000	<b>\$11,541</b>	2025
<a href="#">Medical Teams Worldwide</a>	TN	\$130,259	Director/president	\$11,980	<b>\$11,721</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Media Caravan Inc</a>	NY	\$130,863	President	\$78,750	<b>\$67,988</b>	2024
<a href="#">Overseas Tribal Services Inc Ots</a>	CO	\$131,089	Employee	\$39,328	<b>\$36,030</b>	2024
<a href="#">Alternative Gift Markets Inc</a>	KS	\$131,282	Executive Director	\$45,650	<b>\$47,118</b>	2024
<a href="#">Vision For Missions Inc</a>	AR	\$117,432	Missionary	\$12,000	<b>\$12,888</b>	2024
<a href="#">Friends Of House Of Sweden</a>	DC	\$131,947	Office Manager	\$2,200	<b>\$1,899</b>	2023
<a href="#">Texas Water Mission Inc</a>	TX	\$116,927	Executive Director	\$30,000	<b>\$28,671</b>	2024
<a href="#">United States-china Exchange Council</a>	CA	\$133,887	Director	\$43,177	<b>\$35,621</b>	2024
<a href="#">Deon Policy Institute</a>	MA	\$115,379	Vice President And Exec Dire	\$82,440	<b>\$72,869</b>	2023
<a href="#">United Nations Assn Of San Diego</a>	CA	\$135,014	Manager	\$52,274	<b>\$43,126</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY cost of living and 2025 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 KY 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** 150 organizations. Compensation range \$1–\$240,621; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$124,661); for reference, expenses \$249,604 and assets \$523,401. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Andrew Joyce, reported title "EXECUITIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	90 <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 (Andrew Joyce) 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 10, 2026, comparing compensation against 150 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,112 is reasonable (approximately the 91<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 10, 2026.