

# Pioneer Clubs

Executive Director / CEO

EIN 362222693

IL · NTEE X20Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Brian Ondracek, Executive Director / CEO** (\$110,200) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (X20Z).

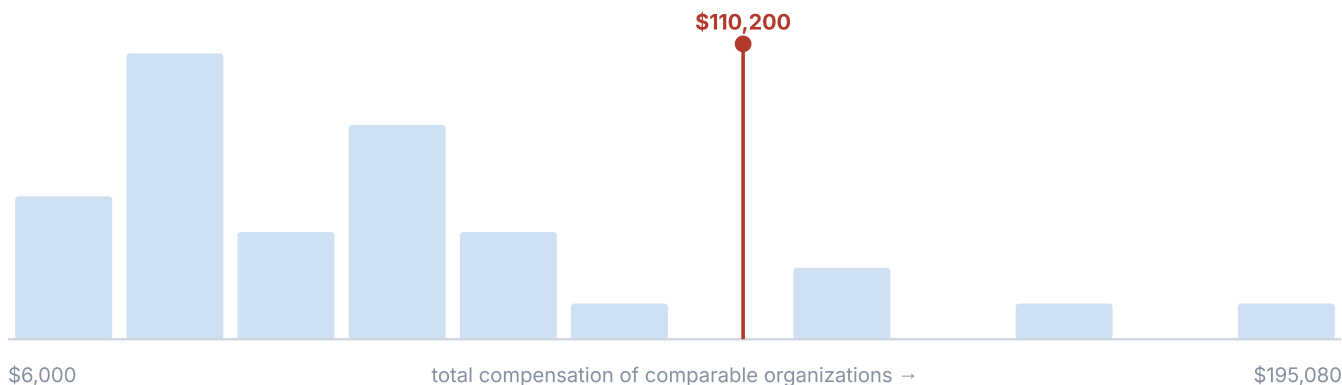
**BUDGET** Total revenue between \$204,816 and \$458,544 — 0.67x to 1.50x the subject's \$305,696 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X20) + IL + budget 0.67–1.5x revenue.

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

→ **29** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$18,555</b>	<b>\$28,970</b>	<b>\$50,832</b>	<b>\$71,948</b>	<b>\$120,892</b>	<b>\$110,200</b>
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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 IL 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="#">Good Samaritan Ministries Of The</a>	IL	\$300,026	Executive Dir.	\$59,650	<b>\$61,412</b>	2023
<a href="#">Tyler Feller Ministries</a>	IL	\$311,620	President	\$18,153	<b>\$18,689</b>	2023
<a href="#">Big Great Lakes</a>	IL	\$322,609	Manager	\$49,374	<b>\$50,832</b>	2023
<a href="#">Bvm Helping Hands</a>	IL	\$288,029	Ceo And President	\$81,293	<b>\$83,694</b>	2023
<a href="#">Greenhouse In Paris Nfp</a>	IL	\$325,542	Pres/chair	\$115,959	<b>\$119,384</b>	2023
<a href="#">Lombard Mennonite Peace Center</a>	IL	\$325,800	Executive Dir.	\$126,923	<b>\$126,923</b>	2024
<a href="#">Come International Baptist Ministries</a>	IL	\$326,294	President & Ceo	\$6,000	<b>\$6,000</b>	2024
<a href="#">Coach Approach Ministries</a>	IL	\$334,828	President	\$65,946	<b>\$65,946</b>	2024
<a href="#">Nations Ablaze International</a>	IL	\$342,634	President	\$60,000	<b>\$60,000</b>	2024
<a href="#">Carey International Pastoral Traini</a>	IL	\$266,488	Vice Preside	\$88,596	<b>\$91,213</b>	2023
<a href="#">Keep Believing Ministries</a>	IL	\$347,348	President Ceo, Director	\$195,080	<b>\$195,080</b>	2024
<a href="#">Small World Connections Ministry</a>	IL	\$347,534	Executive Director	\$69,884	<b>\$71,948</b>	2023
<a href="#">Orchard Ministry Development</a>	IL	\$347,560	Executive Director (Thru May 2024)	\$25,000	<b>\$24,356</b>	2025
<a href="#">Believers Voice Network</a>	IL	\$348,724	President	\$38,480	<b>\$37,488</b>	2025
<a href="#">Police Chaplains Ministry Fund</a>	IL	\$356,777	Fund Director	\$152,066	<b>\$152,066</b>	2024
<a href="#">Chicago Partnership For Church Planting</a>	IL	\$253,276	President	\$71,400	<b>\$73,509</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Abundant Thrift Inc</a>	IL	\$250,270	Treasurer	\$31,200	<b>\$31,200</b>	2024
<a href="#">Created For More Ministries Nfp</a>	IL	\$243,085	President	\$27,461	<b>\$27,461</b>	2024
<a href="#">God Centered Life Ministries</a>	IL	\$371,243	President Founding Director	\$62,078	<b>\$63,912</b>	2023
<a href="#">Mark Amoateng Ministries Nfp</a>	IL	\$239,750	President	\$12,000	<b>\$12,000</b>	2024
<a href="#">Iglesia Evangelica Apostolica Del Nombre De Jesus Ee Uu Inc</a>	IL	\$236,261	Employee	\$30,000	<b>\$30,886</b>	2023
<a href="#">The Mission Of Cor Jesu</a>	IL	\$386,186	President	\$30,333	<b>\$31,229</b>	2023
<a href="#">Asian American Christian Collaborative</a>	IL	\$225,193	Cfo	\$17,500	<b>\$18,017</b>	2023
<a href="#">Faith Victory Ministries International Inc</a>	IL	\$223,495	President	\$28,970	<b>\$28,970</b>	2024
<a href="#">Tiffany Jordan Ministries</a>	IL	\$399,108	President	\$66,000	<b>\$66,000</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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** 29 organizations. Compensation range \$6,000–\$195,080; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$305,696); for reference, expenses \$375,362 and assets \$258,962.

**ROLE MATCH** Brian Ondracek, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this 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** 2 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	86 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	86 <sup>th</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	83 <sup>rd</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 (Brian Ondracek) 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 29 similarly situated organizations (Same NTEE sector (X20) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,200 is reasonable (approximately the 86<sup>th</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.