

City Of Refuge Inc

Executive Director / CEO

EIN 364597481
 SD · NTEE Q33
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Johnbull Omorefe, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **237** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

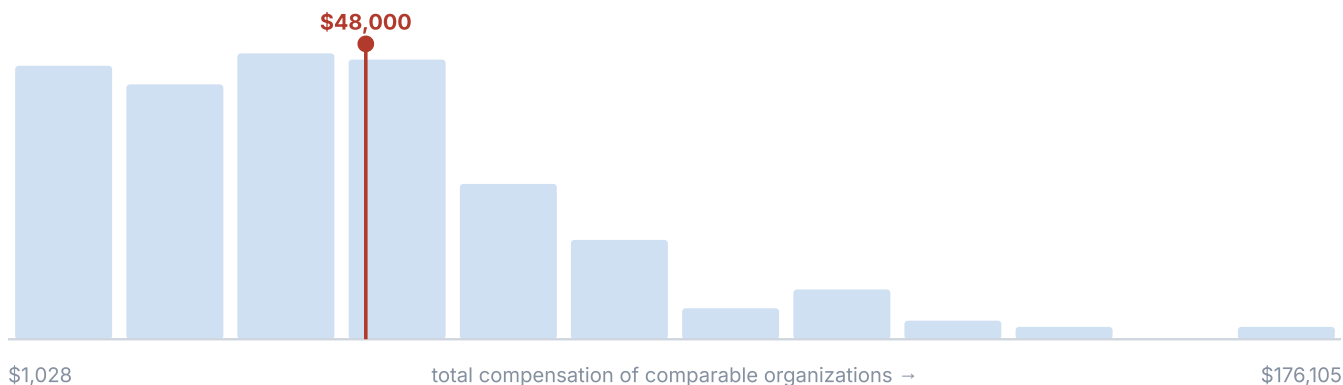
Benchmarked executive: Johnbull Omorefe — reported title “CO-DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$268,438 and \$600,982 — 0.67x to 1.50x the subject's \$400,655 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

237 organizations qualified on sector, size, and geography → **237** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,573	\$22,590	\$40,599	\$59,969	\$84,480	\$48,000
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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 SD 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
Come Go With Us Inc	SC	\$399,686	Treasurer	\$64,167	\$60,656	2024
Mriya Report Inc	CA	\$399,430	Secretary	\$7,940	\$6,396	2023
Together Ministry Inc	GA	\$399,401	Founder	\$15,750	\$14,773	2023
Wellspringkaritas Foundation	PA	\$402,071	President	\$86,957	\$78,573	2024
Acts 4 Rwanda Inc	AR	\$402,991	Executive Dir.	\$37,926	\$39,768	2023
Embracing Hope Ethiopia Inc	PA	\$397,418	Managing Dir	\$35,880	\$32,421	2024
Develop Africa	TN	\$404,644	President/executive Director	\$25,000	\$23,811	2024
Adm Capital Foundation Inc	MA	\$404,766	Clerk	\$12,300	\$10,015	2024
Fne International Inc	MA	\$396,470	Executive Director	\$31,200	\$26,155	2023
Serving Paraguay Inc	OK	\$405,236	President	\$33,500	\$33,424	2024
Americas Hand In Hand	MT	\$394,922	Secretary	\$2,400	\$2,413	2023
Global Care Alliance Inc	CA	\$394,195	President	\$40,000	\$31,297	2024
Water4life Mozambique Inc	FL	\$394,039	President	\$70,000	\$59,585	2024
Caleb Corps Inc	OR	\$393,365	Director	\$126,500	\$109,587	2023
The Chijnaya Foundation Inc	CA	\$408,488	Operations M	\$69,625	\$54,476	2024
Impact Ministries With The Michalski	WA	\$392,818	President & Ceo	\$16,231	\$13,167	2024
Belief In Motion Inc	GA	\$409,915	President/missionary	\$36,750	\$33,482	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christ Sanctuary International	CA	\$409,988	President	\$12,000	\$9,389	2024
Arm In Arm In Africa	MN	\$410,393	Executive Di	\$22,167	\$19,847	2024
Dignity Period	MO	\$410,818	Executive Director	\$140,675	\$135,005	2024
Business For Social Good	CA	\$390,472	President & Ceo	\$70,000	\$54,769	2024
Himalayan Childrens Fund	CA	\$390,400	Director	\$36,000	\$28,999	2023
Global Assistance Inc	OR	\$390,374	Ex President	\$11,333	\$9,536	2024
Phyllis Sortor Schools For Afr	WA	\$411,482	Director	\$6,497	\$5,271	2024
Building Everyones Success Together In West Africa	TX	\$387,914	Executive Director	\$53,648	\$48,625	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD 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 SD 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	237 organizations. Compensation range \$1,028–\$176,105; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$400,655); for reference, expenses \$439,538 and assets \$90,160.
ROLE MATCH	Johnbull Omorefe, reported title " <i>CO-DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers 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	60 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	59 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 (Johnbull Omorefefe) 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 237 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 60th 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.