

Ancient Paths Inc

Executive Director / CEO

EIN 452211919

FL · NTEE X20

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Michelle Seidler, Executive Director / CEO** (\$39,200) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

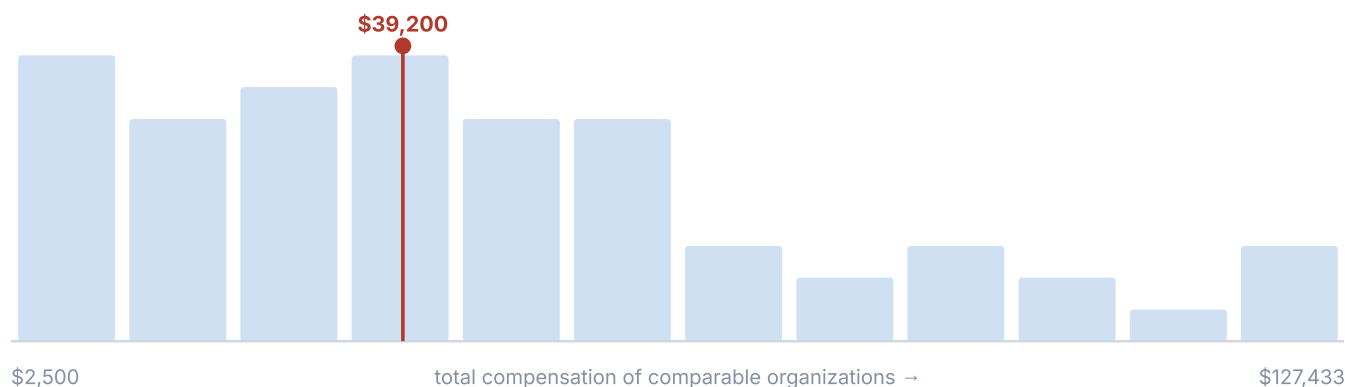
Benchmarked executive: Michelle Seidler — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$147,852 and \$331,012 — 0.67x to 1.50x the subject's \$220,675 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + FL + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,413

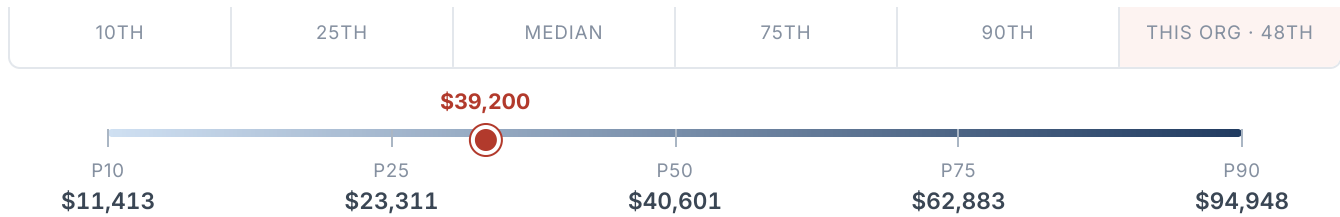
\$23,311

\$40,601

\$62,883

\$94,948

\$39,200



● 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 FL 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
Patriarch Tikhon Russian-american Music	FL	\$222,754	Ceo	\$50,000	\$48,566	2024
Harvest Of Life Inc	FL	\$215,899	Chairman	\$32,500	\$31,568	2024
Just A Preacher Ministries Inc	FL	\$226,387	President	\$100,000	\$97,131	2024
Concilio Iglesia De Dios Misionera Inc	FL	\$226,530	Director	\$20,000	\$20,000	2023
Frontline International Inc	FL	\$227,817	President	\$114,245	\$114,245	2023
Elpis International	FL	\$228,229	President	\$38,400	\$37,298	2024
St Clare Sisters Retreat Ministry Inc	FL	\$212,449	Secretary/treasurer	\$8,000	\$7,770	2024
Cyber Civil Rights Initiative Inc	FL	\$211,684	Executive Director	\$80,000	\$80,000	2023
7117 Ministries Inc	FL	\$210,451	Executive Dir.	\$51,131	\$51,131	2023
The Kingdom Institute Inc	FL	\$232,028	President	\$42,500	\$41,281	2024
The Collaborative Inc	FL	\$208,060	President	\$37,500	\$36,424	2024
The Well Training Ministry Inc	FL	\$205,668	Board Member/community Admin	\$3,000	\$2,914	2024
Ocala United Inc	FL	\$205,659	Director	\$62,400	\$62,400	2023
Global 504	FL	\$201,459	President	\$58,000	\$56,336	2024
Florida Coalition Of Christian	FL	\$241,263	President	\$64,740	\$62,883	2024
Alive Again Ministries Inc	FL	\$199,499	President	\$52,654	\$52,654	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Eglise Sur Le Rocher International Petros Ministry	FL	\$197,420	President	\$17,500	\$16,998	2024
Mike Kruger Ministries Inc	FL	\$195,198	President	\$90,000	\$87,418	2024
Ministerio Conexion Divina Inc	FL	\$246,180	President	\$19,000	\$18,455	2024
St Luke Missionary Baptist Church Of Narcoossee Inc	FL	\$193,514	Pastor	\$33,945	\$32,121	2025
Hand Up To Victory Inc	FL	\$248,924	Chief Executive Officer	\$48,252	\$46,868	2024
New Beginnings Ministries Of Hardee County Inc	FL	\$191,198	Director	\$42,300	\$42,300	2023
Testudo Ministries Inc	FL	\$250,405	President	\$2,500	\$2,500	2023
Shadetree Christian Counseling Inc	FL	\$250,574	President	\$126,769	\$123,132	2024
Life Impact For Eternity International Inc	FL	\$250,770	President	\$64,800	\$62,941	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 61 organizations. Compensation range \$2,500–\$127,433; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$220,675); for reference, expenses \$221,784 and assets \$4,402.

ROLE MATCH Michelle Seidler, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	48 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	48 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 (Michelle Seidler) 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 61 similarly situated organizations (Same NTEE sector (X20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,200 is reasonable (approximately the 48th 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.