

# Pour International Incorporated

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Marcia K Borg, Executive Director / CEO** (\$57,600) against **every comparable organization** that fit the selection criteria — **231** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67<sup>th</sup>** percentile of comparable organizations within the typical range

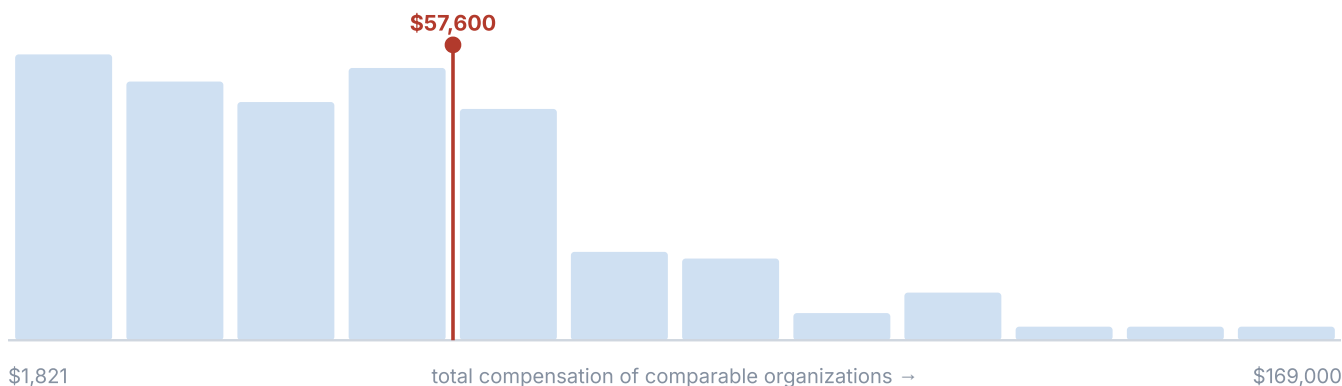
**Benchmarked executive:** Marcia K Borg — reported title “Director Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$229,145 and \$513,012 — 0.67x to 1.50x the subject's \$342,008 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**231** organizations qualified on sector, size, and geography → **231** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,306	\$22,270	\$43,650	\$63,821	\$91,570	\$57,600
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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 GA 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="#">Aim4india</a>	TX	\$342,503	Executive Dir.	\$65,167	<b>\$66,747</b>	2023
<a href="#">Ends Of The Earth Ministries Inc</a>	TX	\$340,799	Board Member/sec/treas	\$77,500	<b>\$77,101</b>	2024
<a href="#">Pamoza International</a>	PA	\$340,461	Executive Director	\$35,150	<b>\$34,862</b>	2024
<a href="#">Food For His Children Inc</a>	MN	\$340,145	Board Chair And Treasurer	\$50,000	<b>\$50,588</b>	2023
<a href="#">Angel Of Faith Non Profit Organization</a>	CA	\$346,809	President	\$82,500	<b>\$70,850</b>	2024
<a href="#">Aarti For Girls Inc</a>	TX	\$347,788	Vp & Treasurer	\$25,000	<b>\$24,871</b>	2024
<a href="#">Love Mercy Inc</a>	KS	\$347,924	President	\$36,725	<b>\$40,625</b>	2023
<a href="#">Bridges Of Hope International</a>	CA	\$332,038	President	\$112,857	<b>\$99,783</b>	2023
<a href="#">Apple Of His Eye Charity</a>	OR	\$352,778	Executive Dir.	\$36,365	<b>\$33,586</b>	2024
<a href="#">Bread Of Hope Inc</a>	GA	\$330,360	Director	\$77,000	<b>\$77,000</b>	2024
<a href="#">30 Hearts</a>	OH	\$329,668	Chair	\$61,992	<b>\$67,230</b>	2023
<a href="#">Faith Hope And Charity Inc</a>	CA	\$329,606	Secretary/treasurer	\$25,200	<b>\$22,281</b>	2023
<a href="#">Silent Images Inc</a>	NC	\$354,885	Executive Director	\$83,500	<b>\$85,807</b>	2024
<a href="#">World Of Difference Inc</a>	UT	\$328,540	Director	\$100,000	<b>\$101,789</b>	2024
<a href="#">Mission House Partners International Inc</a>	GA	\$328,385	Executive Director	\$33,500	<b>\$34,489</b>	2023
<a href="#">Hands Up For Haiti Inc</a>	NY	\$355,875	Past Executive Director	\$18,138	<b>\$16,301</b>	2024
<a href="#">The Master's Mission Inc</a>	SC	\$356,102	Administrato	\$16,670	<b>\$17,806</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alterna Inc</a>	GA	\$327,529	Executive Dir.	\$11,649	<b>\$11,993</b>	2023
<a href="#">Segner Ministries Inc</a>	TX	\$327,437	Executive Dir.	\$50,595	<b>\$50,335</b>	2024
<a href="#">Future Generation International</a>	SC	\$327,203	Found	\$4,250	<b>\$4,410</b>	2024
<a href="#">Lemonade International Inc</a>	NC	\$357,700	Executive Director	\$84,892	<b>\$89,814</b>	2023
<a href="#">Develop Sustainability</a>	OR	\$326,257	Director	\$46,800	<b>\$44,500</b>	2023
<a href="#">Miqueas 6-8 Inc</a>	GA	\$357,781	Board Members	\$5,000	<b>\$5,148</b>	2023
<a href="#">Give Hope 2 Kids</a>	MN	\$326,129	President & Ceo	\$22,815	<b>\$23,083</b>	2023
<a href="#">Olive Tree Ministry Inc</a>	CA	\$358,573	Executive Di	\$36,000	<b>\$31,829</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	<b>231</b> organizations. Compensation range \$1,821–\$169,000; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$342,008); for reference, expenses \$322,781 and assets \$217,005.
ROLE MATCH	Marcia K Borg, reported title " <i>Director Treasurer</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	2 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	67 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	70 <sup>th</sup>
All sources (D + E + F), adjusted	66 <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 (Marcia K Borg) 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 231 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,600 is reasonable (approximately the 67<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.