

# Working Men Of Christ Inc

Executive Director / CEO

EIN 452773167

KS · NTEE S80

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Spencer Lindsay, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Spencer Lindsay — 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 (S80).

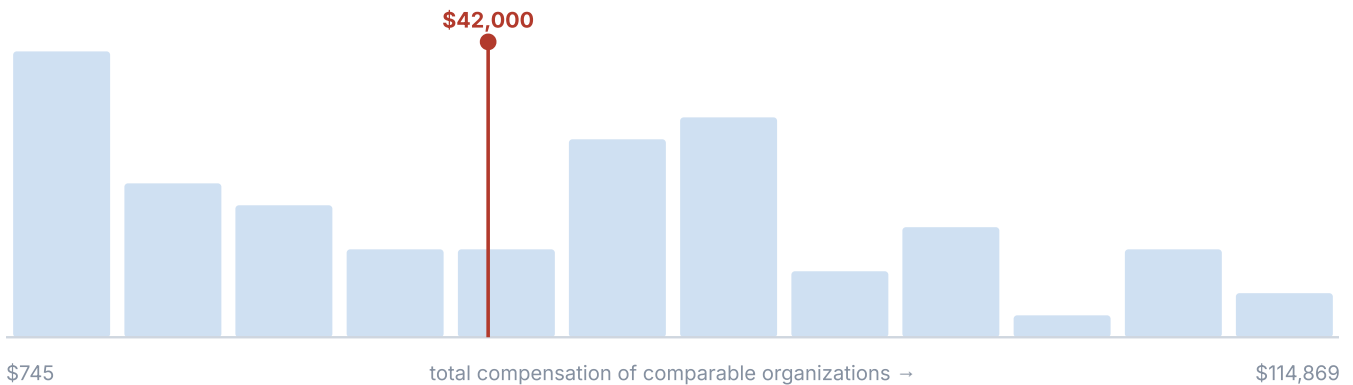
**BUDGET** Total revenue between \$160,996 and \$360,441 — 0.67x to 1.50x the subject's \$240,294 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

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

→ **68** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,881	\$14,437	\$47,861	\$65,145	\$87,469	\$42,000
---------	----------	----------	----------	----------	----------



## ● 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 KS 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="#">Mt Juliet Help Center</a>	TN	\$243,235	Director	\$44,233	<b>\$43,038</b>	2024
<a href="#">San Diego Lions Welfare Foundation</a>	CA	\$245,585	Executive Dir.	\$12,438	<b>\$9,942</b>	2024
<a href="#">Rochester Rotary Club</a>	NY	\$246,305	Executive Director	\$9,493	<b>\$7,735</b>	2025
<a href="#">Mentor Discover Inspire Inc</a>	CA	\$246,941	Program Development Director	\$24,000	<b>\$19,750</b>	2023
<a href="#">The 1477 Corporation Of Bergenfield</a>	NJ	\$247,858	Secretary	\$4,500	<b>\$3,623</b>	2025
<a href="#">Ministry Of Zoey's Place</a>	TX	\$248,890	President	\$11,520	<b>\$10,667</b>	2024
<a href="#">House Of Compassion</a>	IA	\$229,933	Executive Director	\$51,000	<b>\$53,216</b>	2023
<a href="#">Institute For Public Leadership</a>	NE	\$227,033	Executive Director	\$85,000	<b>\$82,443</b>	2025
<a href="#">Gateway To The Great Outdoors</a>	IL	\$257,166	President Treasurer	\$25,631	<b>\$23,324</b>	2024
<a href="#">Arab American Friendship Center</a>	MI	\$257,245	Executive Director	\$47,684	<b>\$45,558</b>	2024
<a href="#">Youth Leadership Authority Inc</a>	NV	\$257,686	President Executive Director	\$82,200	<b>\$78,521</b>	2023
<a href="#">Atlanta Woman's Club</a>	GA	\$259,551	Director Of Sales And Even	\$115,743	<b>\$107,724</b>	2024
<a href="#">Lexington Lions Club Endowment Inc</a>	KY	\$260,764	Secretary &	\$3,000	<b>\$2,983</b>	2024
<a href="#">Front Range Community Services Inc</a>	CO	\$262,100	Exec Director	\$55,583	<b>\$50,791</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Leadership Macomb Inc</a>	MI	\$262,652	Executive Director	\$108,817	<b>\$103,965</b>	2024
<a href="#">Law Foundation Of Berks County</a>	PA	\$215,296	Executive Director	\$25,151	<b>\$23,216</b>	2024
<a href="#">Gapps Global Alliance To Prevent</a>	WA	\$265,582	Treasurer	\$24,000	<b>\$19,890</b>	2024
<a href="#">Texas Lions Foundation Inc</a>	TX	\$213,303	Chief Operation	\$18,000	<b>\$16,667</b>	2024
<a href="#">Coastal Communities Family Success</a>	NJ	\$267,798	Executive Director	\$75,000	<b>\$63,814</b>	2023
<a href="#">North Carolinas Eastern Alliance</a>	NC	\$270,119	President/ceo	\$3,000	<b>\$2,954</b>	2023
<a href="#">Senior Center Of Langlade County In</a>	WI	\$270,449	Program Director	\$33,991	<b>\$33,830</b>	2023
<a href="#">Start Up Kids Club</a>	TX	\$209,565	Executive Di	\$62,370	<b>\$57,750</b>	2024
<a href="#">Crow Wing County Victim Services</a>	MN	\$208,111	Executive Director	\$105,545	<b>\$96,535</b>	2024
<a href="#">Adpi Properties Inc</a>	GA	\$207,123	Executive Director	\$24,687	<b>\$22,977</b>	2024
<a href="#">Community Services Agency Of The</a>	DC	\$276,632	Executive Director Thru March 2024	\$112,909	<b>\$91,713</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 **68** organizations. Compensation range \$745–\$114,869; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$240,294); for reference, expenses \$287,615 and assets \$357,067.
ROLE MATCH	Spencer Lindsay, reported title " <i>Executive Director</i> ", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	47 <sup>th</sup>
All sources (D + E + F), adjusted	35 <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 (Spencer Lindsay) 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 13, 2026, comparing compensation against 68 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 44<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 13, 2026.