

# Experience Israel Now Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Andy Cook, Executive Director / CEO** (\$114,948) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83<sup>rd</sup>** percentile of comparable organizations within the typical range

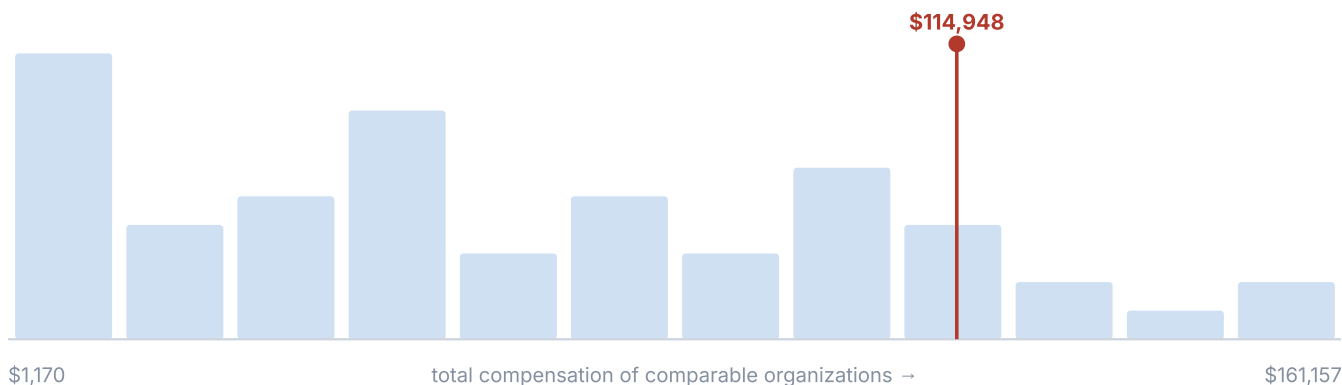
**Benchmarked executive:** Andy Cook — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$196,917 and \$440,859 — 0.67x to 1.50x the subject's \$293,906 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + GA + budget 0.67–1.5x revenue.

**53** organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,486	\$27,392	\$53,000	\$96,142	\$120,358	<b>\$114,948</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 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="#">Echo Ministries Incorporated</a>	GA	\$295,464	Ceo	\$69,961	<b>\$69,961</b>	2024
<a href="#">Culture Link Inc</a>	GA	\$301,423	President	\$92,500	<b>\$92,500</b>	2024
<a href="#">Higher Ground Usa Inc</a>	GA	\$302,393	Executive Director	\$113,669	<b>\$117,026</b>	2023
<a href="#">Mtn2sea Outfitters Inc</a>	GA	\$285,346	Director	\$60,000	<b>\$61,772</b>	2023
<a href="#">Rushtons Hope Inc</a>	GA	\$284,702	President	\$19,399	<b>\$19,399</b>	2024
<a href="#">Onerace Inc</a>	GA	\$284,191	Ceo/director	\$112,787	<b>\$116,118</b>	2023
<a href="#">One Lifeline Ministry Inc</a>	GA	\$304,469	President	\$63,539	<b>\$63,539</b>	2024
<a href="#">Street Love Ministries Inc</a>	GA	\$304,741	Ceoboard Chair	\$29,167	<b>\$29,167</b>	2024
<a href="#">Cpc Of The Wmm-norcross Ga-one Inc</a>	GA	\$277,858	Pastor	\$48,000	<b>\$48,000</b>	2024
<a href="#">Chris Musgrove Ministries Inc</a>	GA	\$310,380	President	\$10,400	<b>\$10,400</b>	2024
<a href="#">Randy Perry Ministries Inc</a>	GA	\$274,608	Pres./dir.	\$53,000	<b>\$53,000</b>	2024
<a href="#">The Sudie Clark Hanger Missionary Care Ministry</a>	GA	\$273,583	Development Chair	\$12,900	<b>\$12,900</b>	2024
<a href="#">Promise International</a>	GA	\$270,657	Founder	\$13,000	<b>\$13,000</b>	2024
<a href="#">Sandra Kennedy Ministries Inc</a>	GA	\$317,845	President/trustee	\$72,000	<b>\$72,000</b>	2024
<a href="#">Seek Ministries Inc</a>	GA	\$268,735	Director	\$32,500	<b>\$32,500</b>	2024
<a href="#">Messiah For Israel Ministries Inc</a>	GA	\$262,974	President	\$96,142	<b>\$96,142</b>	2024
<a href="#">Mauldin Ministries Inc</a>	GA	\$262,531	Presdient	\$50,300	<b>\$50,300</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Restore Ministries International Of Gordon Inc</a>	GA	\$261,091	Executive Director/president	\$1,170	<b>\$1,170</b>	2024
<a href="#">The American Vision Inc</a>	GA	\$326,882	President	\$103,000	<b>\$103,000</b>	2024
<a href="#">Legacy Outdoor Ministries</a>	GA	\$260,604	Founder/dire	\$45,833	<b>\$45,833</b>	2024
<a href="#">Vision 938 Inc</a>	GA	\$329,089	Ceo	\$117,477	<b>\$120,947</b>	2023
<a href="#">Waymaker International Ministries</a>	GA	\$329,726	Executive Director	\$10,452	<b>\$10,452</b>	2024
<a href="#">Focus Evangelistic Ministries Inc</a>	GA	\$257,650	President	\$12,675	<b>\$12,675</b>	2024
<a href="#">Imago Dei Motorcycle Ministry</a>	GA	\$331,868	Mitchell Sr	\$6,010	<b>\$6,010</b>	2024
<a href="#">Young Leaders International Inc</a>	GA	\$334,057	Executive Director	\$105,058	<b>\$105,058</b>	2024

**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	53 organizations. Compensation range \$1,170–\$161,157; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$293,906); for reference, expenses \$272,508 and assets \$205,782.
ROLE MATCH	Andy Cook, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	83 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	79 <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 (Andy Cook) 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 53 similarly situated organizations (Same NTEE sector (X20) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$114,948 is reasonable (approximately the 83<sup>rd</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.