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Executive Director / CEO

EIN **453108162**
 MO · NTEE Q99
 FY ending 2024-12-31
June 13, 2026

This analysis benchmarks the total compensation of **George Roller, Executive Director / CEO** (\$7,330) against **every comparable organization** that fit the selection criteria — **674** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

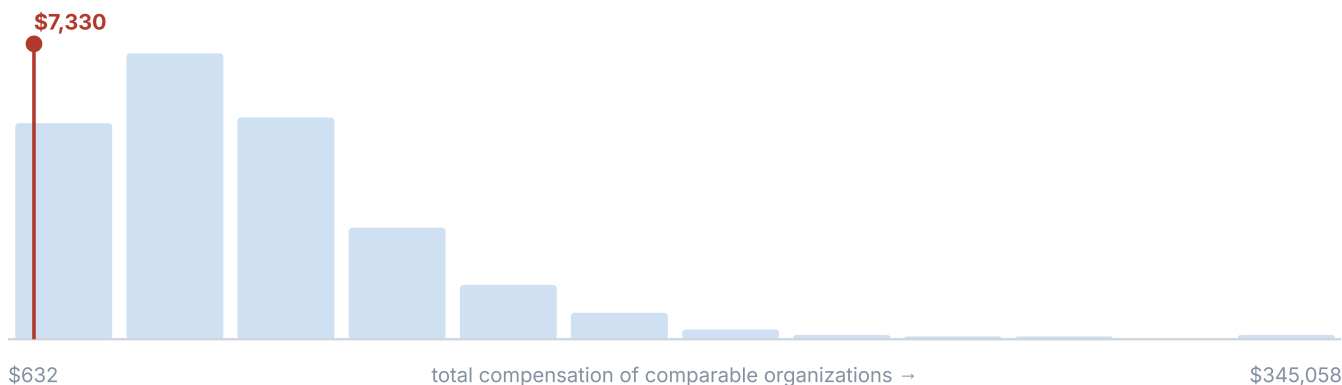
Benchmarked executive: George Roller — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q99).
BUDGET	Total revenue between \$304,046 and \$680,700 — 0.67x to 1.50x the subject's \$453,800 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

674 organizations qualified on sector, size, and geography → **674** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,169	\$30,759	\$55,279	\$84,925	\$117,771	\$7,330
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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 MO 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
Hearts2honduras Inc	TN	\$454,047	Vice President Of Operations	\$45,800	\$46,796	2023
Discipling Marketplace Leaders	MI	\$453,546	President	\$50,000	\$48,726	2024
Ocean	AZ	\$455,179	Employee	\$48,000	\$43,585	2024
Rising Worldwide	CA	\$451,651	Ceo	\$81,153	\$68,116	2023
Franciscan Works	IL	\$451,416	Executive Director	\$53,385	\$49,553	2024
The Womens Institute For Secondary Ed	NC	\$451,104	Executive Dir.	\$65,974	\$66,263	2023
New Covenant World Missions	OH	\$450,873	President Ncwm	\$138,042	\$142,119	2023
Braveheart Ministries Inc	TX	\$456,807	President	\$135,865	\$128,317	2024
Center For Getting Things Started	HI	\$450,454	Executive Di	\$98,393	\$83,172	2024
Fundacion Costa Rica - Estados Unidos De		\$450,433	Executive Director	\$162,780	\$162,780	2024
Christian Friends Of Israel	NC	\$450,319	President/director	\$76,235	\$74,372	2024
Pacific Island Ministries	CA	\$450,230	President Field	\$98,876	\$80,611	2024
Open Arms Worldwide	VA	\$457,425	President/executive Direct	\$41,052	\$37,424	2024
Kelly Green Global Inc	FL	\$457,458	President	\$32,500	\$30,894	2022
Leadership Council For Women In National Security	DC	\$457,904	Executive Director	\$178,144	\$143,791	2025
Upstream International Inc	TX	\$449,415	President	\$104,630	\$98,817	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kay Tita	WA	\$449,391	Executive Dir.	\$91,619	\$77,446	2024
Immigrant Solidarity Dupage	IL	\$458,275	President	\$82,954	\$76,999	2024
American Friends Of Ponovez	NY	\$449,096	President	\$28,172	\$24,035	2024
Children's Fellowship Of India Inc	PA	\$458,750	Executive Di	\$80,767	\$76,045	2024
International Alliance For Mercy Inc	VA	\$459,996	Executive Director	\$59,662	\$54,389	2024
Alliance Of Filipinos For Immigrant	IL	\$460,208	Frmr Exec Dir	\$76,850	\$71,333	2024
New Frontiers Health Force Inc	FL	\$460,266	Director	\$40,080	\$35,549	2024
Junior Achievement Of Arkansas Inc	AR	\$460,297	President	\$92,049	\$100,575	2023
Sembrando Sentido Inc	PR	\$460,511	Executive Director	\$99,933	\$99,933	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 **674** organizations. Compensation range \$632–\$345,058; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$453,800); for reference, expenses \$408,787 and assets \$303,712.

ROLE MATCH	George Roller, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	4 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 (George Roller) 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 674 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,330 is reasonable (approximately the 4th 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.