

Wpeo Radio Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Paul Scott, Executive Director / CEO** (\$44,989) against the **2000** closest of **2,016** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

Benchmarked executive: Paul Scott — reported title “SECRETARY/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

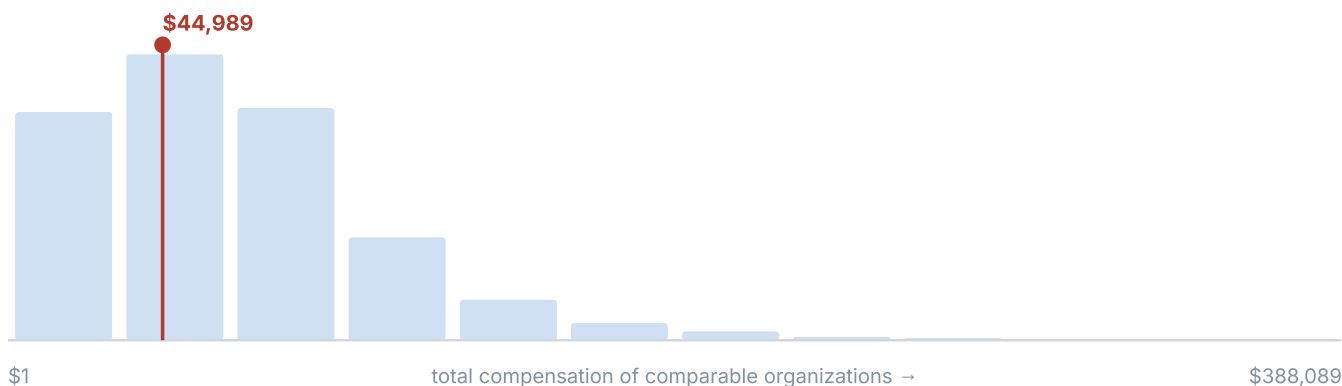
SECTOR Organizations sharing the subject's NTEE classification (X84).

BUDGET Total revenue between \$243,001 and \$544,033 — 0.67x to 1.50x the subject's \$362,689 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

2,016 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$15,810	\$32,509	\$57,716	\$87,515	\$122,011	\$44,989
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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 IL 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
Digital Great Commission Ministries	CO	\$362,781	President	\$42,766	\$42,943	2023
Leif Hetland Ministries	GA	\$362,572	President/trustee	\$183,662	\$193,389	2023
Kh Institute	UT	\$362,935	President	\$31,603	\$32,900	2024
Contexticon Learning And Research Inc	MA	\$362,393	President	\$102,000	\$93,233	2024
Cedar Rock Ministries Inc	AR	\$362,385	Executive Dir.	\$86,000	\$101,232	2023
Great Hunt For God Inc	OR	\$362,328	President/director	\$61,100	\$57,715	2024
Love Defined	CA	\$363,204	President/direc	\$50,400	\$44,268	2024
Rt Kendall Ministries Inc	TN	\$362,095	President	\$62,056	\$68,309	2023
N4 Inc	AL	\$361,981	President	\$9,000	\$9,890	2024
Federation Of Ministers And Churches Inc	TX	\$363,636	President	\$125,443	\$127,637	2024
The Center For Contemplative	CO	\$363,705	Executive Di	\$100,008	\$97,542	2024
For Such A Time As This Inc	NC	\$361,589	President	\$150,108	\$157,765	2024
Jesus Project Ministries	LA	\$361,550	Vice President	\$30,000	\$33,601	2024
United Nations For Israel Inc	FL	\$363,888	President	\$68,900	\$65,838	2024
Mufid Academic Seminary	VA	\$364,008	President	\$69,798	\$68,550	2024
Gospel Ministries International In	MO	\$364,108	President	\$90,000	\$99,824	2023
Days Of Grace Kids Care Inc	TX	\$364,125	Co-director	\$38,400	\$40,225	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christ Is The Answer Ministries Inc	FL	\$361,100	President	\$83,016	\$79,326	2024
Appleseed Ministry Group Inc	CA	\$364,380	Executive Director	\$57,600	\$50,592	2024
Pursuit 53	TX	\$364,457	Director	\$74,200	\$75,498	2024
Prayer Stations Inc	FL	\$360,841	President	\$7,500	\$7,167	2024
Lev Experience	MD	\$364,576	Executive Director	\$91,000	\$86,538	2024
Evansville Student Christian Fellowship	IN	\$364,601	Director	\$76,200	\$79,631	2025
Undivided Heart Inc	TX	\$364,671	Director	\$57,615	\$58,623	2024
Jewish Heritage Movement Inc	NY	\$364,701	Director	\$50,000	\$45,957	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	2000 organizations. Compensation range \$1–\$388,089; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$362,689); for reference, expenses \$359,966 and assets \$194,189.
ROLE MATCH	Paul Scott, reported title " <i>SECRETARY/TREASURER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	69 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 56 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	37 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	35 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 (Paul Scott) 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 2000 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,989 is reasonable (approximately the 37th 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.