

Mentoring Plus Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Chris Saunders, Executive Director / CEO** (\$67,600) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

Benchmarked executive: Chris Saunders — 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 (X20).

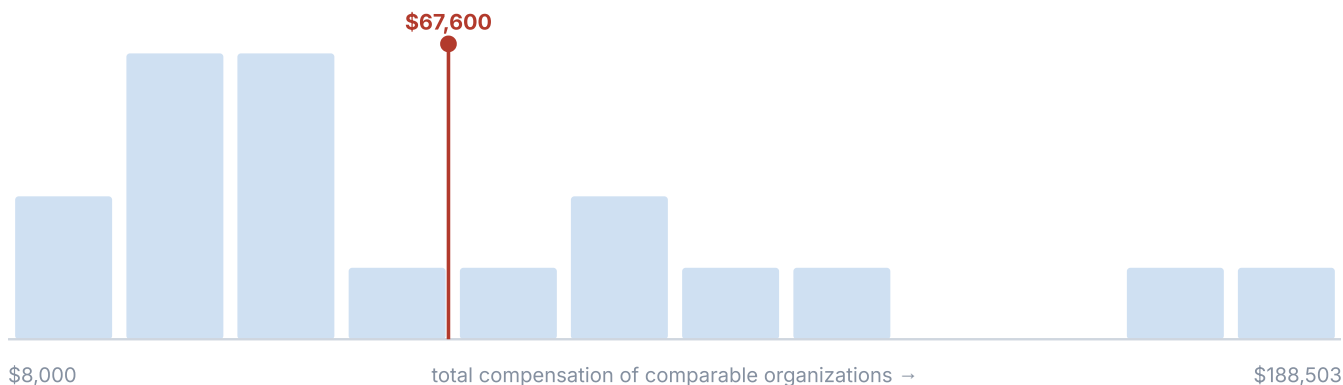
BUDGET Total revenue between \$162,979 and \$364,879 — 0.67x to 1.50x the subject's \$243,253 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20) + KY + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,583

\$37,881

\$45,251

\$87,272

\$130,767

\$67,600



● 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 KY 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
Uprising Inc	KY	\$245,194	President	\$119,900	\$116,460	2024
Messenger Ministries Inc	KY	\$255,160	President	\$110,000	\$106,844	2024
Endeavor Ministries Incorporation	KY	\$256,410	President And Director	\$66,818	\$66,818	2023
Roger Hoagland Christian Missions Inc	KY	\$257,007	Director	\$39,000	\$37,881	2024
River City Mission Inc	KY	\$264,424	Chairman	\$18,068	\$17,550	2024
Joy Ministries Corp	KY	\$221,039	Director Crc	\$24,000	\$23,311	2024
Promise Housing Plus	KY	\$219,504	President	\$33,654	\$32,688	2024
Nicholas Bowling Ministries Inc	KY	\$267,080	President	\$39,000	\$37,881	2024
Confrontation Point Ministries Inc	KY	\$275,330	Executive Director	\$43,750	\$43,750	2023
Mekong Multiply Inc	KY	\$276,843	Executive Di	\$86,400	\$83,921	2024
Further Still Ministries Inc	KY	\$279,364	President	\$188,503	\$188,503	2023
Louisville Homeschool Athletics Inc	KY	\$192,028	Secretary	\$8,000	\$8,000	2023
Taylorsville Church Of Christ	KY	\$299,877	Member	\$91,000	\$88,389	2024
Lighthouse Biblical Counseling	KY	\$306,022	President	\$48,133	\$46,752	2024
Victory Christian Ministries	KY	\$316,211	Ceo, President & Minister	\$169,000	\$164,151	2024
Lane Of Roses Inc	KY	\$335,792	President	\$43,392	\$43,392	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mark 12 Ministries Inc	KY	\$349,025	Executive Director	\$42,230	\$42,230	2023
Life Ready Inc	KY	\$356,393	Executive Di	\$83,871	\$81,465	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY cost of living and 2023 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 KY 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	18 organizations. Compensation range \$8,000–\$188,503; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$243,253); for reference, expenses \$284,113 and assets \$109,222.
ROLE MATCH	Chris Saunders, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	61st
Total compensation (D + F), as reported (no adjustments)	61st
Reportable pay only (column D), adjusted	61st
All sources (D + E + F), adjusted	61st

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 (Chris Saunders) 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 18 similarly situated organizations (Same NTEE sector (X20) + KY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,600 is reasonable (approximately the 61st 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.