

Pneumatrix Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Snyder, Executive Director / CEO** (\$44,578) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

Benchmarked executive: Michelle Snyder — reported title “Board Member”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

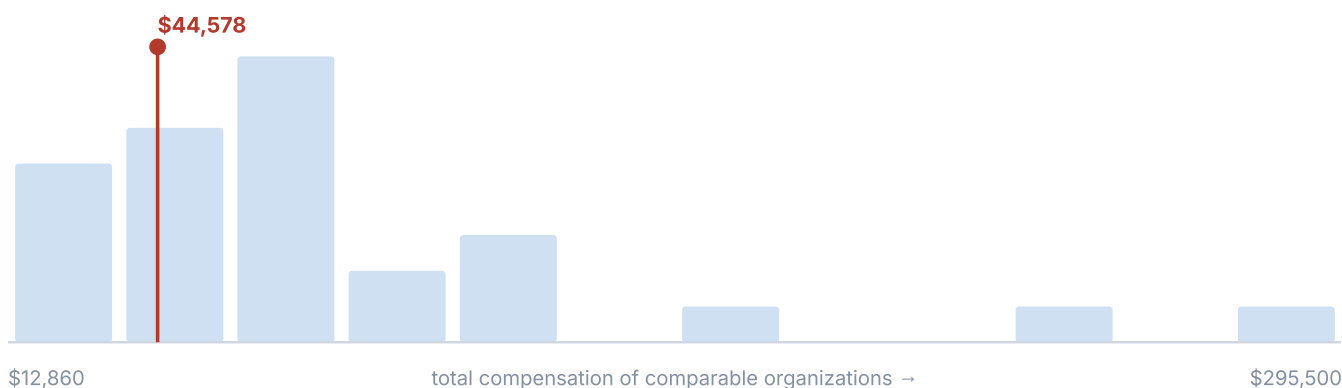
SECTOR Organizations sharing the subject's NTEE classification (X21).

BUDGET Total revenue between \$278,770 and \$624,114 — 0.67x to 1.50x the subject's \$416,076 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X21) + CA + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,096	\$43,231	\$68,543	\$100,450	\$137,594	\$44,578
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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 CA 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
One Another Ministries International	CA	\$430,254	Vice President	\$29,472	\$29,472	2024
Witnessing Ministries Of Christ	CA	\$401,452	President & Ceo	\$13,200	\$12,860	2025
Silkroad Mission	CA	\$400,789	President	\$13,020	\$13,405	2023
Stillpoint The Center For Christian	CA	\$397,476	Executive Dir.	\$68,543	\$68,543	2024
One Lord One Faith One Baptism Christian Church Inc	CA	\$397,251	Ceo/pastor	\$154,986	\$154,986	2024
Aleksandr Shevchenko	CA	\$394,191	Ceo	\$39,000	\$37,995	2025
Kingdom Ministries	CA	\$381,208	President	\$111,004	\$111,004	2024
Mission Support Network	CA	\$354,618	President	\$75,306	\$77,530	2023
Kingdom Conditioning Ministries	CA	\$352,610	President	\$237,414	\$237,414	2024
Truthxchange Inc	CA	\$340,510	Executive Di	\$119,947	\$123,490	2023
World Christian Restaurant Ministriesinc	CA	\$492,194	President And Ceo	\$50,702	\$50,702	2024
Plur Life Ministries	CA	\$326,909	President	\$76,092	\$76,092	2024
Greater Works Praise And Worship Centre	CA	\$323,094	President	\$75,134	\$75,134	2024
Arukah	CA	\$322,735	President	\$55,000	\$55,000	2024
Hovsepien Ministries Inc	CA	\$318,293	Executive Director	\$60,000	\$61,772	2023
Desilva Ministries	CA	\$307,526	President	\$18,000	\$18,532	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Iglesia De Dios Fuente De Los Milagros	CA	\$525,626	Chief Executive Officer	\$77,400	\$77,400	2024
Connect 2 Ministries	CA	\$535,095	Board Member	\$81,996	\$81,996	2024
Ds Ministries Inc	CA	\$541,418	President	\$38,273	\$38,273	2024
Souleader Resources Michael G Bischof	CA	\$287,092	Executive Director	\$126,000	\$126,000	2024
Precious Community Church	CA	\$545,081	Ceo, Cfo, Secretary	\$59,307	\$59,307	2024
Discipleship Journeys With Jesus	CA	\$285,697	Ceo	\$100,074	\$100,074	2024
Amerson Music Ministries	CA	\$556,016	President	\$295,500	\$295,500	2024
The Church Of Joy	CA	\$582,338	C E O	\$28,800	\$29,651	2023
Wild Hope International	CA	\$594,945	Secretary	\$100,825	\$100,825	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 27 organizations. Compensation range \$12,860–\$295,500; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$416,076); for reference, expenses \$364,082 and assets \$289,512.

ROLE MATCH Michelle Snyder, reported title *"Board Member"*, 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.**

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	26 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	26 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 (Michelle Snyder) 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 27 similarly situated organizations (Same NTEE sector (X21) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,578 is reasonable (approximately the 26th 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.