

# Barnabas Movement Inc

Executive Director / CEO

EIN 455018663

KS · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kevin Christiansen, Executive Director / CEO** (\$20,400) against **every comparable organization** that fit the selection criteria — **357** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

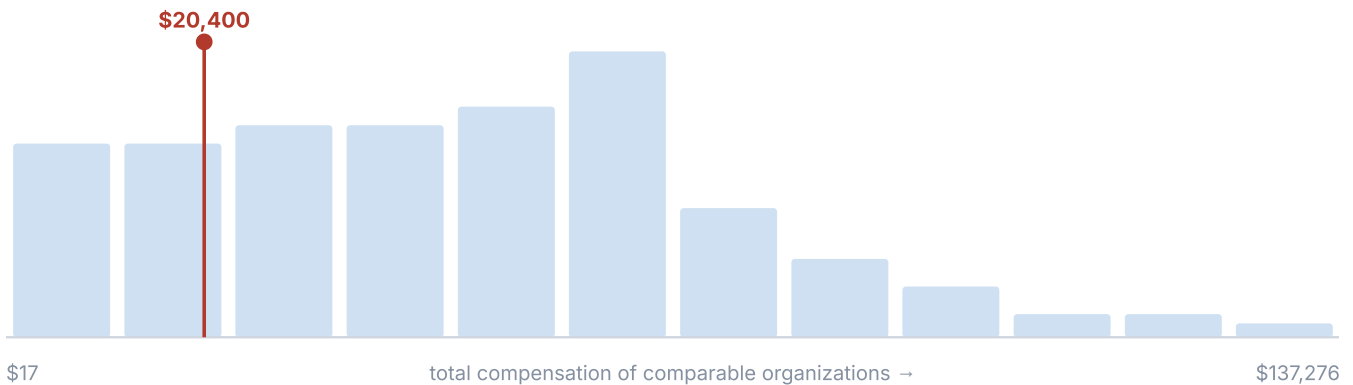
**Benchmarked executive:** Kevin Christiansen — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$137,162 and \$307,080 — 0.67x to 1.50x the subject's \$204,720 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**357** organizations qualified on sector, size, and geography → **357** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,444	\$24,119	\$46,017	\$64,024	\$81,738	<b>\$20,400</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 KS 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="#">Dream Weavers Helping Dreams Become Reality</a>	CA	\$204,500	President	\$90,800	<b>\$72,575</b>	2024
<a href="#">Servicing Every Soul</a>	CA	\$204,289	Board Member/executive Director	\$15,600	<b>\$12,469</b>	2024
<a href="#">Change The World Kids Inc</a>	VT	\$205,308	Interim Facilitator	\$33,800	<b>\$32,420</b>	2023
<a href="#">Jacarrie Kicks For Kids Inc</a>	WI	\$204,024	Executive Director	\$22,292	<b>\$22,186</b>	2023
<a href="#">4 Degrees Alpine Ski Team</a>	MN	\$203,899	Sec.-manager	\$73,065	<b>\$68,802</b>	2023
<a href="#">Lifebridge Community Incorporated</a>	IN	\$203,896	Executive Director, Board Member	\$90,127	<b>\$85,709</b>	2025
<a href="#">Azahar Foundation Ltd</a>	NY	\$203,869	Executive Director	\$46,346	<b>\$39,910</b>	2023
<a href="#">Project Reclaim Of Louisiana Inc</a>	LA	\$203,711	Executive Director	\$61,388	<b>\$62,570</b>	2024
<a href="#">Ileri Inc</a>	VI	\$205,864	Founder/executive Director	\$48,231	<b>\$48,231</b>	2024
<a href="#">Slater Family Network Foundation Inc</a>	PA	\$205,903	Executive Director	\$46,673	<b>\$43,083</b>	2024
<a href="#">Koa Foundation Inc</a>	NV	\$206,059	Secretary	\$1,500	<b>\$1,433</b>	2023
<a href="#">Reclaiming Youth At Risk</a>	SD	\$206,142	Director	\$8,950	<b>\$8,907</b>	2025
<a href="#">Franklin Kids</a>	CA	\$206,402	President	\$40,500	<b>\$33,327</b>	2023
<a href="#">Black Surf Santa Cruz Inc</a>	CA	\$202,836	President	\$85,067	<b>\$70,002</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">My Architecture Workshops Inc</a>	CT	\$202,787	President	\$10,000	<b>\$8,679</b>	2024
<a href="#">Central Area Youth League Inc</a>	LA	\$206,813	League Commissioner	\$9,000	<b>\$9,444</b>	2023
<a href="#">Arkansas Advanced Energy</a>	AR	\$202,462	Executive Di	\$90,606	<b>\$94,272</b>	2024
<a href="#">E-town Area Youth Alliance</a>	PA	\$202,331	Executive Di	\$74,880	<b>\$67,338</b>	2025
<a href="#">Legacy Sports Training</a>	TX	\$202,305	Executive Director	\$131,402	<b>\$121,669</b>	2024
<a href="#">First Priority Greater Nashville</a>	TN	\$201,874	Executive Director	\$51,966	<b>\$52,055</b>	2023
<a href="#">Girls On The Run Of Sedgwick County</a>	KS	\$201,716	Executive Director	\$64,420	<b>\$64,420</b>	2024
<a href="#">10-10 Academy</a>	CA	\$207,742	Secretary	\$53,403	<b>\$41,584</b>	2025
<a href="#">The Shepherds Door</a>	GA	\$201,446	Pastor	\$61,275	<b>\$57,029</b>	2024
<a href="#">Ace Project Inc</a>	KY	\$208,639	Executive Director	\$50,000	<b>\$49,724</b>	2024
<a href="#">Re Coded Co</a>	NY	\$208,688	Ceo	\$122,316	<b>\$99,672</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 **357** organizations. Compensation range \$17–\$137,276; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$204,720); for reference, expenses \$216,256 and assets \$103,590.
ROLE MATCH	Kevin Christiansen, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	20 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	21 <sup>st</sup>
All sources (D + E + F), adjusted	20 <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 (Kevin Christiansen) 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 357 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,400 is reasonable (approximately the 20<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.