

# Christian Witness To Israel Inc

Executive Director / CEO

EIN 460525401

AR · NTEE X99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rev Stephen Atkinson, Executive Director / CEO** (\$100,604) against **every comparable organization** that fit the selection criteria — **243** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

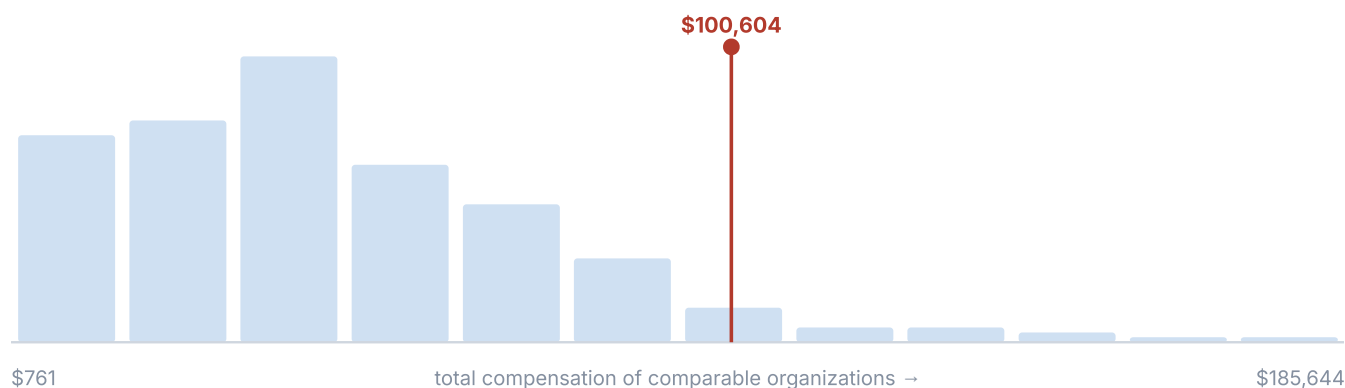
**Benchmarked executive:** Rev Stephen Atkinson — reported title "Director of Ministry", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$146,742 and \$328,528 — 0.67x to 1.50x the subject's \$219,019 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

**243** organizations qualified on sector, size, and geography → **243** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,329	\$23,338	\$40,134	\$63,061	\$85,419	<b>\$100,604</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 AR 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="#">Chris Mcdaniel Ministries Inc</a>	GA	\$219,060	Treasurer	\$2,555	<b>\$2,285</b>	2023
<a href="#">Christ In The Rockies</a>	CO	\$219,139	Executive Director	\$13,797	<b>\$11,770</b>	2023
<a href="#">Mens Discipleship Network Inc</a>	NY	\$219,295	President & Ceo	\$54,600	<b>\$42,634</b>	2024
<a href="#">Red River Institute Of History Inc</a>	OK	\$218,152	President	\$100,000	<b>\$95,151</b>	2024
<a href="#">Kainos</a>	AR	\$219,923	Sec/treas.	\$80,000	<b>\$77,705</b>	2024
<a href="#">Chance Walters Ministries Inc</a>	NC	\$217,793	President	\$93,200	<b>\$85,673</b>	2023
<a href="#">Prayer Power Ministries Inc</a>	TX	\$220,263	Executive Director	\$61,400	<b>\$54,641</b>	2023
<a href="#">Iglesia Pentecostal Rajem</a>	NY	\$217,379	President	\$110,708	<b>\$86,445</b>	2024
<a href="#">San Gabriel Valley Budhistic Assoc Inc</a>	CA	\$221,218	Ceo	\$14,400	<b>\$10,745</b>	2024
<a href="#">Prayvine</a>	FL	\$221,250	President	\$96,667	<b>\$80,789</b>	2023
<a href="#">Tend</a>	CA	\$221,560	President &	\$115,118	<b>\$88,434</b>	2023
<a href="#">Powerhouse Ministries Inc</a>	TN	\$222,929	President &	\$14,296	<b>\$13,369</b>	2023
<a href="#">Msaada Architects Inc</a>	OH	\$223,172	Executive Director	\$55,000	<b>\$50,338</b>	2024
<a href="#">The Interfaith Center Inc</a>	AR	\$214,385	Executive Dir.	\$39,999	<b>\$39,999</b>	2023
<a href="#">The Agape Puppets Inc</a>	GA	\$213,813	Executive Di	\$54,450	<b>\$48,707</b>	2023
<a href="#">Love Inc Of Metro Tampa Inc</a>	FL	\$224,289	Executive Director	\$49,400	<b>\$41,286</b>	2023
<a href="#">Reformed Communion</a>	TX	\$224,399	Vida House	\$78,000	<b>\$69,414</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Score Ministries</a>	MI	\$213,258	President	\$112,650	<b>\$100,474</b>	2024
<a href="#">Terry Tripp Ministries</a>	TN	\$213,220	President	\$60,000	<b>\$54,499</b>	2024
<a href="#">Kindred Life Ministries Inc</a>	IL	\$213,011	Director	\$27,875	<b>\$23,680</b>	2024
<a href="#">Maritime Ministries Inc</a>	NC	\$212,780	Treasurer	\$15,439	<b>\$13,785</b>	2024
<a href="#">Better Life Ministries</a>	CO	\$225,551	Executive Director	\$17,700	<b>\$14,666</b>	2024
<a href="#">Kavod Vnichum</a>	NJ	\$212,206	Executive Dir.	\$56,500	<b>\$44,878</b>	2023
<a href="#">R3stored</a>	OR	\$226,478	President	\$4,490	<b>\$3,710</b>	2023
<a href="#">Nebraska Lutheran Outdoor Ministries Fdn</a>	NE	\$226,962	Executive Director/treasurer	\$13,909	<b>\$12,927</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	<b>243</b> organizations. Compensation range \$761–\$185,644; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$219,019); for reference, expenses \$197,341 and assets \$204,501.
ROLE MATCH	Rev Stephen Atkinson, reported title <i>"Director of Ministry"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	83 <sup>rd</sup>
All sources (D + E + F), adjusted	92 <sup>nd</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 (Rev Stephen Atkinson) 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 243 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,604 is reasonable (approximately the 95<sup>th</sup> 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.