

Electronic Bible Fellowship Inc

Executive Director / CEO

EIN 460578376

PA · NTEE X99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Christopher Mccann, Executive Director / CEO** (\$55,365) against **every comparable organization** that fit the selection criteria — **240** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (X99).

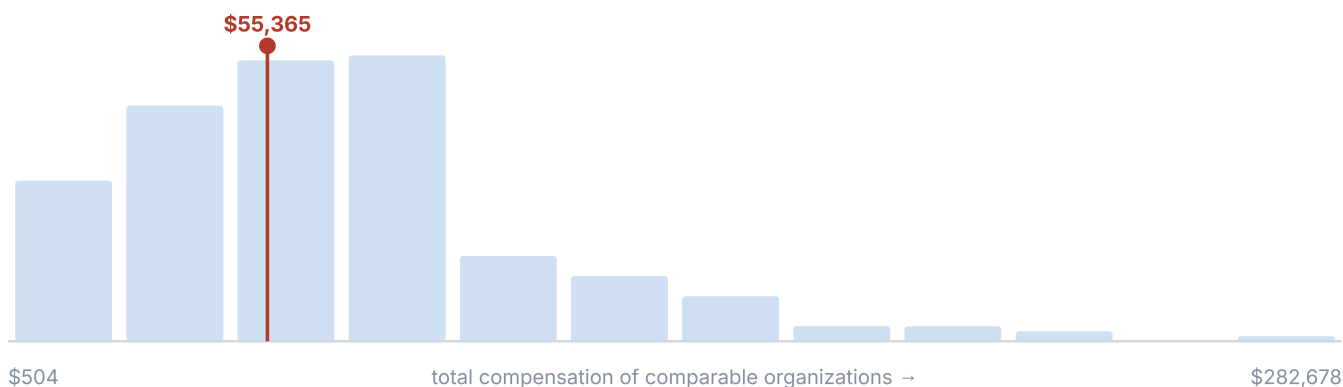
BUDGET Total revenue between \$327,530 and \$733,278 — 0.67x to 1.50x the subject's \$488,852 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

240 organizations qualified on sector, size, and geography

→ **240** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,292

\$39,349

\$67,384

\$88,205

\$129,753

\$55,365



■ 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 PA 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
Newport Mesa Individual And Family	CA	\$489,324	Executive Dir.	\$183,591	\$154,410	2024
Fellowship Of Christians United For	GA	\$487,031	Executive Director	\$45,000	\$45,372	2023
Rabbanut Nfp	IL	\$485,571	Treasurer & Director	\$18,000	\$16,792	2025
Fathers House Educational Foundation	TX	\$485,513	Executive Director	\$67,600	\$67,809	2023
Legacy Disciple	IL	\$485,142	Secretary	\$35,693	\$34,178	2024
Skatechurch Inc	OR	\$493,143	Exec Dir - No Compensation For Board Duties	\$78,000	\$70,552	2024
Gateway Empowerment Inc	AL	\$484,096	President	\$8,000	\$8,667	2023
Saturation Church Planting International	CA	\$495,253	Presidentfounder	\$96,377	\$81,058	2024
Gary Randall Ministries	WA	\$496,288	President	\$140,111	\$122,181	2024
Nexus Impact Center Inc	IN	\$496,633	President & Ceo	\$48,000	\$49,303	2024
Care Plus Foundation Inc	NJ	\$496,896	Ceo/president-thru 12/22	\$53,595	\$47,985	2023
Hope Ministries Of Northeast Texas	TX	\$500,151	Executive Dir.	\$50,525	\$50,681	2023
4 Tucson Inc	AZ	\$477,046	Ceo	\$83,846	\$80,860	2023
Q Christian Fellowship	IL	\$501,402	Executive Director	\$6,731	\$6,445	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Linden Grove Ministries	NJ	\$501,463	Co-director	\$77,241	\$67,171	2024
Lewis County Gospel Mission	WA	\$474,490	Vice Preside	\$40,139	\$35,002	2024
Emmaus Ministries	FL	\$474,336	President	\$85,281	\$78,032	2024
Poiema Foundation Inc	TX	\$473,946	Executive Di	\$74,138	\$72,233	2024
Bob Crow World Missions Outreach	TX	\$503,850	President	\$46,500	\$45,305	2024
Awaken The Dawn Inc	FL	\$473,274	President	\$141,693	\$129,650	2024
Narrow Gate Foundation	NV	\$505,446	President	\$135,858	\$132,640	2024
Lead222 United Ltd	IL	\$505,606	Executive Dir.	\$90,800	\$86,947	2024
Northwest B Annual Conference	NC	\$471,871	President	\$500	\$504	2024
Locs Incorporated	OH	\$505,976	President	\$186,215	\$192,104	2024
Equipping Leaders For A Lifetime	OR	\$470,664	Executive Di	\$79,200	\$71,638	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **240** organizations. Compensation range \$504–\$282,678; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$488,852); for reference, expenses \$309,251 and assets \$1,383,150.
ROLE MATCH	Christopher Mccann, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	40 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	39 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 (Christopher Mccann) 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 240 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,365 is reasonable (approximately the 40th 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.