

Oak Haven

Executive Director / CEO

EIN 461372906

AR · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dan Gowin, Executive Director / CEO** (\$4,000) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

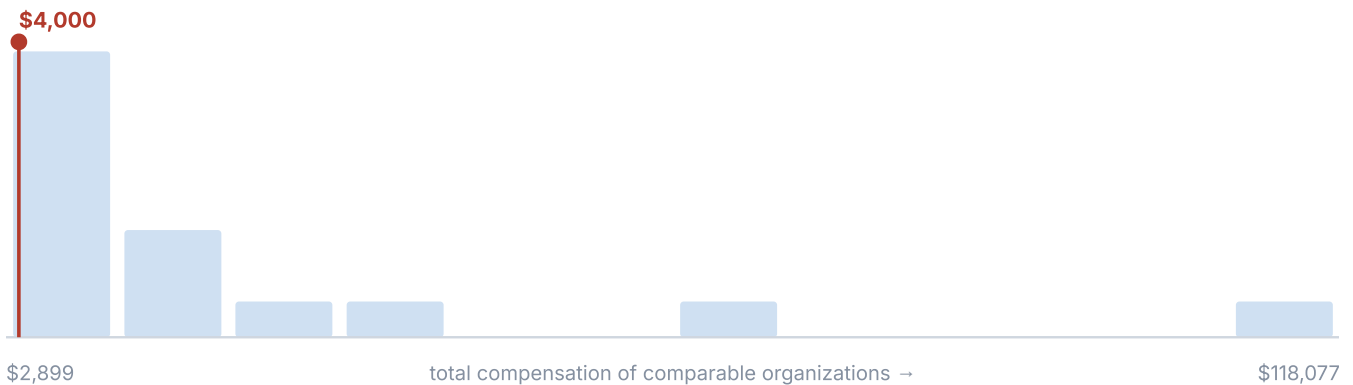
Benchmarked executive: Dan Gowin — reported title “CHAIRMAN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$29,570 and \$66,202 — 0.67x to 1.50x the subject's \$44,135 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,630	\$6,488	\$10,777	\$24,619	\$51,258	\$4,000
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 13TH
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\$4,000



■ 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
Double Honor Ministries	OK	\$46,154	Executive Director	\$65,000	\$63,675	2024
Little Way Messengers Inc	GA	\$46,210	President An	\$132,000	\$118,077	2024
Scripture Says	CO	\$42,050	President	\$5,500	\$4,692	2024
Pho Mon Buddhist Temple Of Siouxland	IA	\$47,667	President	\$3,000	\$2,922	2024
Deep Bay Center Inc	MT	\$40,367	Secretary	\$17,358	\$17,138	2023
Kind Holy House	CA	\$36,002	Office Assistant	\$14,400	\$10,777	2025
Realword Outdoors	NC	\$54,887	President	\$35,500	\$32,633	2024
Finding Us Inc	FL	\$55,768	Chief Exec O	\$36,000	\$30,087	2024
Beyeperfect Corp	ID	\$55,950	Secretary	\$8,732	\$8,264	2024
Mercysong Inc	MA	\$56,259	Vice President	\$10,400	\$8,560	2023
Freedom Center Network Inc	OH	\$31,741	Owner	\$5,000	\$4,711	2024
The Luisa Piccarreta Center For The Divine Will	TN	\$57,666	President	\$9,250	\$8,650	2024
Bryan Popin Ministries Inc	TN	\$58,420	President	\$20,000	\$18,703	2024
Hearts Of Jesus And Mary Ministries	SC	\$63,332	Minister	\$20,042	\$19,151	2023
United Research Inc	NC	\$65,623	V/p	\$3,237	\$2,899	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 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.

■ Sample, role match & sensitivity

PEER COUNT	15 organizations. Compensation range \$2,899–\$118,077; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$44,135); for reference, expenses \$157,000 and assets \$3,421,719. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dan Gowin, reported title " <i>CHAIRMAN</i> ", 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.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	13 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 (Dan Gowin) 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 15 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,000 is reasonable (approximately the 13th 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.