

A Hand Up Ministries

Executive Director / CEO

EIN 461892020

SC · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Garrett Bowman, Executive Director / CEO** (\$38,846) against **every comparable organization** that fit the selection criteria — **266** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 41st percentile of comparable organizations

within the typical range

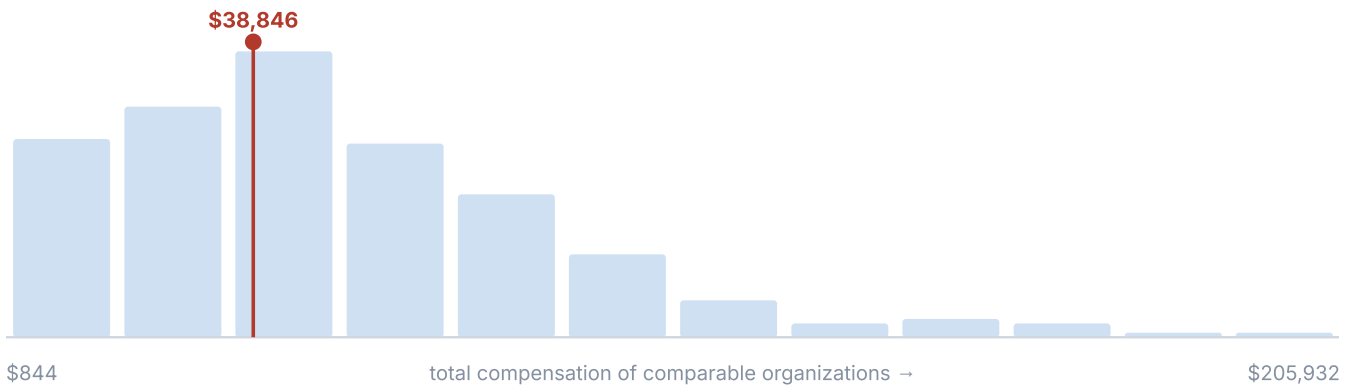
Benchmarked executive: Garrett Bowman — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$159,636 and \$357,394 — 0.67x to 1.50x the subject's \$238,263 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

266 organizations qualified on sector, size, and geography → **266** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,122	\$26,259	\$45,716	\$70,065	\$95,018	\$38,846
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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 SC 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
Jerry Garcia Ministries International	TX	\$238,706	President	\$39,600	\$37,970	2024
The Last Reformation Inc	FL	\$239,025	Director/pres	\$56,070	\$51,981	2023
Communities In Schools Of Lincoln	NC	\$239,238	Executive Dir.	\$46,689	\$46,242	2024
Mountain Fellowship Camp Inc	GA	\$239,431	Director	\$41,050	\$39,564	2024
King Ministries International	OK	\$237,025	President	\$59,723	\$64,899	2023
Slavic Christian Ministries	CO	\$239,731	President	\$94,330	\$86,702	2024
Inner City Christian Ministries	MN	\$236,435	President	\$73,812	\$69,911	2024
All The Word Bible Translators Inc	FL	\$240,129	President And Board Member	\$88,378	\$79,583	2024
Isaiah5810	AR	\$240,398	Executive Di	\$10,669	\$11,495	2024
Franciscan Earth Literacy Center	OH	\$240,779	Former Director	\$18,955	\$19,813	2023
Psalm 13 Ministries	TX	\$235,740	President	\$48,000	\$47,384	2023
Global Peace Women	WA	\$235,403	President	\$30,833	\$27,243	2023
Christs Reward Inc	TX	\$241,518	Executive Director	\$118,434	\$113,560	2024
Resourcing Now Ministries	IA	\$242,197	Executive Di	\$67,200	\$72,613	2023
Network Of Iowa Christian Home Educators	IA	\$234,317	Executive Dir.	\$36,000	\$37,784	2024
By Our Love	AL	\$242,487	Director & President	\$65,400	\$67,725	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Local Church Evangelism Inc	ME	\$233,486	President	\$40,000	\$39,527	2023
Temple Of Light	WA	\$243,057	Founder	\$31,700	\$27,205	2024
Stepping Stone Ministry Inc	TX	\$233,265	House Manager	\$36,000	\$35,538	2023
Harvest Seminary Inc	CA	\$233,013	Trustee	\$48,009	\$39,737	2024
Reach South Texas	TX	\$232,997	Chairman	\$12,000	\$11,506	2024
Side By Side	WA	\$243,686	Executive Director	\$66,457	\$58,718	2023
The Sabbath Life Corp	OK	\$232,762	Executive Director And Pastor	\$68,000	\$71,773	2024
The Masters Workshop	AR	\$244,679	President	\$43,170	\$47,888	2023
Core Ministries Inc	TX	\$245,025	President	\$77,400	\$74,215	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	266 organizations. Compensation range \$844–\$205,932; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$238,263); for reference, expenses \$226,846 and assets \$12,575.
ROLE MATCH	Garrett Bowman, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 9 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	41 st
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	44 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 (Garrett Bowman) 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 266 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,846 is reasonable (approximately the 41st 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.