

Renewal

Executive Director / CEO

EIN 462375957

CA · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David Pat, Executive Director / CEO** (\$5,821) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

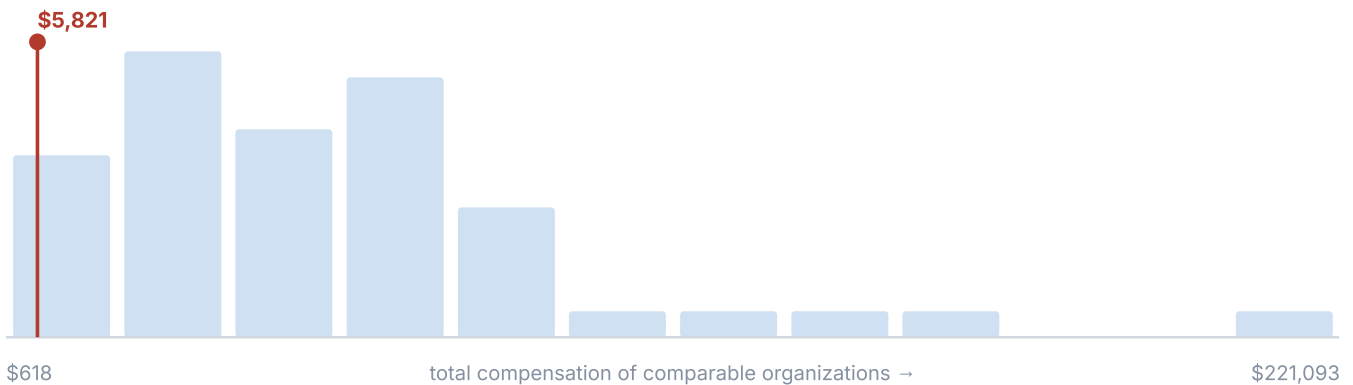
Benchmarked executive: David Pat — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$104,120 and \$233,106 — 0.67x to 1.50x the subject's \$155,404 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + CA + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,062	\$21,605	\$51,339	\$72,000	\$97,200	\$5,821
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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 CA 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
Iglesia De Intercesion Encuentro Con Dios	CA	\$154,427	Chief Executive Officer	\$19,740	\$19,740	2024
Chinese Christian Training	CA	\$151,487	Gn Secretary	\$25,200	\$25,944	2023
Religious Of The Incarnate Word	CA	\$148,616	Chief Executive Officer	\$21,000	\$21,000	2024
Glorious Silver Mission	CA	\$167,187	Ceo	\$61,581	\$61,581	2024
Episcopal Network For Stewardship Inc	CA	\$139,464	Executive Director	\$61,200	\$63,008	2023
Mary James Ministries Inc	CA	\$137,998	President	\$50,000	\$51,477	2023
Bay Area Christian Short Term	CA	\$173,493	Ed Of Operation	\$54,994	\$56,618	2023
Rock Builders Christian Ministries	CA	\$137,009	President	\$23,250	\$23,250	2024
Iglesia De Cristo Armonia Llamada Final	CA	\$174,288	Bahena	\$46,000	\$46,000	2024
Arts And Entertainment Ministries	CA	\$131,574	President	\$71,190	\$71,190	2024
Capilla De Gracia	CA	\$128,712	President	\$600	\$618	2023
Unity Mission International	CA	\$183,942	Ceo	\$48,000	\$48,000	2024
Sola Network Inc	CA	\$125,608	Cfo	\$2,371	\$2,371	2024
Good Dirt Coalition	CA	\$187,277	Ceo	\$26,500	\$27,283	2023
Milal Mission In Northern California	CA	\$188,203	Chairman	\$57,780	\$59,487	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Iglesia Del Dios Vivo El Buen Pastor San Jose Ca	CA	\$188,678	Ceo	\$27,560	\$27,560	2024
Adullam Church	CA	\$189,702	President	\$51,200	\$51,200	2024
Kingdom Strategies International	CA	\$119,229	President And Executive Director	\$52,000	\$52,000	2024
That Day	CA	\$197,109	President	\$214,750	\$221,093	2023
Global Companions International Inc	CA	\$198,443	Ceo	\$1,000	\$1,000	2024
Adoremus Society For The Renewal Of Sacred Liturgy	CA	\$112,260	Editor	\$40,650	\$40,650	2024
Amp Ministries Inc	CA	\$199,348	President	\$72,000	\$72,000	2024
Missionaries To Ministers	CA	\$201,142	President/treasurer	\$145,919	\$150,229	2023
The Well Inc	CA	\$201,261	Ceo & Exec D	\$3,750	\$3,750	2024
The Bonhoeffer Project	CA	\$201,512	Board Member	\$55,300	\$55,300	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	46 organizations. Compensation range \$618–\$221,093; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$155,404); for reference, expenses \$154,570 and assets \$18,727.
ROLE MATCH	David Pat, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	9 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 (David Pat) 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 46 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,821 is reasonable (approximately the 9th 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.