

# Gospel Outreach Ministries Inc

Executive Director / CEO

EIN 463031232  
 OK · NTEE X20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Mary Manes, Executive Director / CEO** (\$7,154) against **every comparable organization** that fit the selection criteria — **226** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Mary Manes — reported title “SECRETARYTREASURER”, 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 (X20).
BUDGET	Total revenue between \$77,159 and \$172,746 — 0.67x to 1.50x the subject's \$115,164 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

**226** organizations qualified on sector, size, and geography → **226** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,663	\$14,964	\$29,213	\$50,110	\$76,918	\$7,154
---------	----------	----------	----------	----------	---------



## ■ 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 OK 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="#">St Martin The Merciful Orthodox Christian Church Inc</a>	OR	\$115,378	President Rector Dir	\$18,000	<b>\$15,181</b>	2023
<a href="#">Ministerio Internacional El Rey Jesus Texas</a>	TX	\$114,572	President	\$4,333	<b>\$3,936</b>	2023
<a href="#">Opera Leggera Inc</a>	TX	\$114,570	Vice Presidentartisti	\$22,475	<b>\$20,417</b>	2023
<a href="#">Leckrone Ministries Inc</a>	IN	\$115,776	President	\$15,600	<b>\$14,940</b>	2023
<a href="#">Brazil Outreach Ministries Unlimited</a>	CO	\$114,536	Secr/treasurer	\$6,000	<b>\$5,075</b>	2024
<a href="#">Event Evangelism Inc</a>	FL	\$114,474	President	\$1	<b>\$1</b>	2024
<a href="#">The Center For Spiritual Formation Inc</a>	PA	\$116,000	Center Director	\$30,000	<b>\$27,169</b>	2023
<a href="#">Sound Interpretation Project</a>	OR	\$114,104	President, Director Sip	\$52,200	<b>\$44,023</b>	2023
<a href="#">Mojdeh</a>	NC	\$114,079	President, Ceo And Director	\$36,000	<b>\$32,812</b>	2024
<a href="#">Iglesia Fresca Uncion Inc</a>	TX	\$114,030	Pastor	\$18,000	<b>\$16,352</b>	2023
<a href="#">Pilgrim Center Inc</a>	MO	\$113,877	Executive Director	\$52,504	<b>\$50,502</b>	2023
<a href="#">Steadfast Family Farm Inc</a>	GA	\$116,606	Treasurersecretary	\$22,246	<b>\$19,731</b>	2024
<a href="#">Freeland Ministries Inc</a>	TX	\$113,610	President	\$22,000	<b>\$19,412</b>	2024
<a href="#">Generation Why Co</a>	OK	\$113,545	President	\$82,650	<b>\$80,279</b>	2024
<a href="#">Mary Esther Church Of Christ</a>	FL	\$116,799	Evangelist & Secretary	\$52,800	<b>\$45,046</b>	2023
<a href="#">Beneath The Shade</a>	OH	\$113,486	Executive Dir.	\$79,000	<b>\$75,988</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">New York Gospel Ministries Inc</a>	NY	\$113,167	Pres Exec Dir	\$26,583	<b>\$21,189</b>	2024
<a href="#">Elevate Dance Ministry Inc</a>	KY	\$112,528	President	\$27,000	<b>\$24,928</b>	2025
<a href="#">Abide In Him Ministries Inc</a>	NC	\$117,818	Chairman	\$71,500	<b>\$65,168</b>	2024
<a href="#">Adoremus Society For The Renewal Of Sacred Liturgy</a>	CA	\$112,260	Editor	\$40,650	<b>\$30,963</b>	2024
<a href="#">Fountains Of Life Inc</a>	FL	\$112,164	Director	\$63,890	<b>\$52,943</b>	2024
<a href="#">Shalam Ministries Ltd</a>	MO	\$118,306	President And Director	\$26,220	<b>\$24,497</b>	2024
<a href="#">Mazatlan Missions</a>	CO	\$111,903	Executive Director/officer	\$3,300	<b>\$3,231</b>	2021
<a href="#">Congregacion Maranatha Inc</a>	MA	\$118,535	President	\$6,000	<b>\$4,756</b>	2024
<a href="#">Kingdom Strategies International</a>	CA	\$119,229	President And Executive Director	\$52,000	<b>\$39,608</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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>226</b> organizations. Compensation range \$1–\$417,475; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$115,164); for reference, expenses \$127,431 and assets \$22,467.
ROLE MATCH	Mary Manes, reported title " <i>SECRETARYTREASURER</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** 1 peer 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	15 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	14 <sup>th</sup>
Reportable pay only (column D), adjusted	22 <sup>nd</sup>
All sources (D + E + F), adjusted	15 <sup>th</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 (Mary Manes) 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 226 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,154 is reasonable (approximately the 15<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.