

Gather Ministries Inc

Executive Director / CEO

EIN 463621998
 CA · NTEE X20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Justin Camp, Executive Director / CEO** (\$160,257) against **every comparable organization** that fit the selection criteria — **80** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

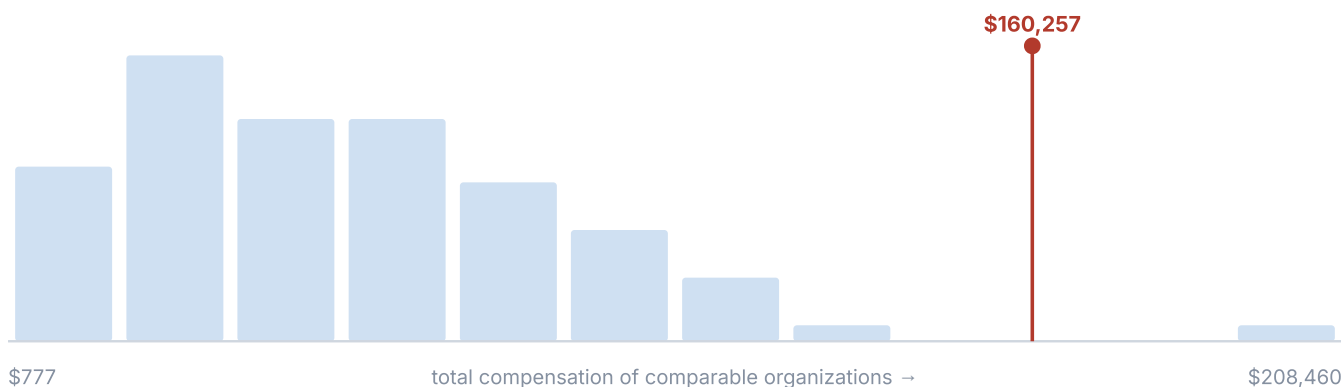
Benchmarked executive: Justin Camp — reported title “CO-EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

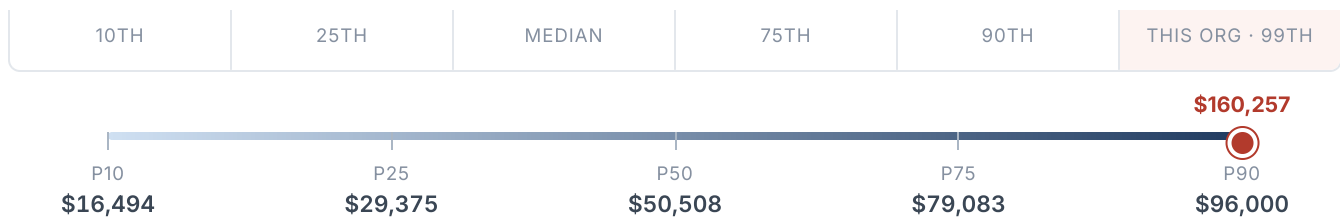
SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$308,439 and \$690,535 — 0.67x to 1.50x the subject's \$460,357 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + CA + budget 0.67–1.5x revenue.

80 organizations qualified on sector, size, and geography → **80** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,494	\$29,375	\$50,508	\$79,083	\$96,000	\$160,257
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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
Joyful Land Preschool	CA	\$459,932	Officer	\$84,000	\$81,590	2024
Church Assistance Ministry	CA	\$458,321	Vice President	\$18,000	\$17,484	2024
Veritas International University	CA	\$458,131	President	\$34,800	\$33,802	2024
Christian Missions Overseas Inc	CA	\$457,018	Secretary	\$54,000	\$52,451	2024
Lord's Gym Of El Dorado County Inc	CA	\$449,700	President	\$60,000	\$60,000	2023
Eternal Christendom	CA	\$448,486	President	\$52,000	\$50,508	2024
Life Sports Ministries International	CA	\$474,834	President	\$34,000	\$33,025	2024
Transform Iran Inc	CA	\$476,874	Chief Executive Officer	\$64,800	\$62,941	2024
Joy Partners International Inc	CA	\$476,985	Secretary	\$27,000	\$25,549	2025
Common Ground Surf	CA	\$442,703	Executive Di	\$69,437	\$69,437	2023
Latin America Assistance Incorporated	CA	\$484,926	Executive Director	\$97,001	\$97,001	2023
The Fathers House Elk Grove	CA	\$431,014	President	\$72,000	\$72,000	2023
Experience Christian Ministries	CA	\$489,739	Crawford	\$16,928	\$16,442	2024
Tommy Walker Ministries	CA	\$428,327	Executive Dir.	\$71,300	\$69,254	2024
Logos Missionary Services	CA	\$418,935	President	\$36,416	\$35,371	2024
Harvest Ministries International	CA	\$416,813	President	\$67,500	\$67,500	2023
Encouragement International Inc	CA	\$414,281	President	\$96,000	\$93,246	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bay Area School Of Ministry Inc	CA	\$414,196	Director	\$104,500	\$108,784	2022
Gamebreakers Inc	CA	\$506,866	President	\$132,289	\$132,289	2023
United Family Associates Foundation	CA	\$412,558	President	\$12,097	\$12,097	2023
International Golden Eagle Ministries	CA	\$508,195	Ceo	\$56,000	\$54,393	2024
Catholic Campus Ministry Association	CA	\$409,519	Director	\$119,654	\$116,221	2024
Legacy Collaborative	CA	\$407,891	Ceo	\$15,391	\$14,949	2024
Right To Life Of Central California	CA	\$514,989	Executive Di	\$86,039	\$86,039	2023
New Creation Life Ministries Inc	CA	\$397,820	Ceo	\$49,920	\$48,488	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 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 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	80 organizations. Compensation range \$777–\$208,460; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$460,357); for reference, expenses \$787,802 and assets \$889,198. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Justin Camp, reported title <i>"CO-EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	96 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 (Justin Camp) 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 80 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$160,257 is reasonable (approximately the 99th 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.