

Excellencies Of Christ

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Allen Hood, Executive Director / CEO** (\$116,000) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

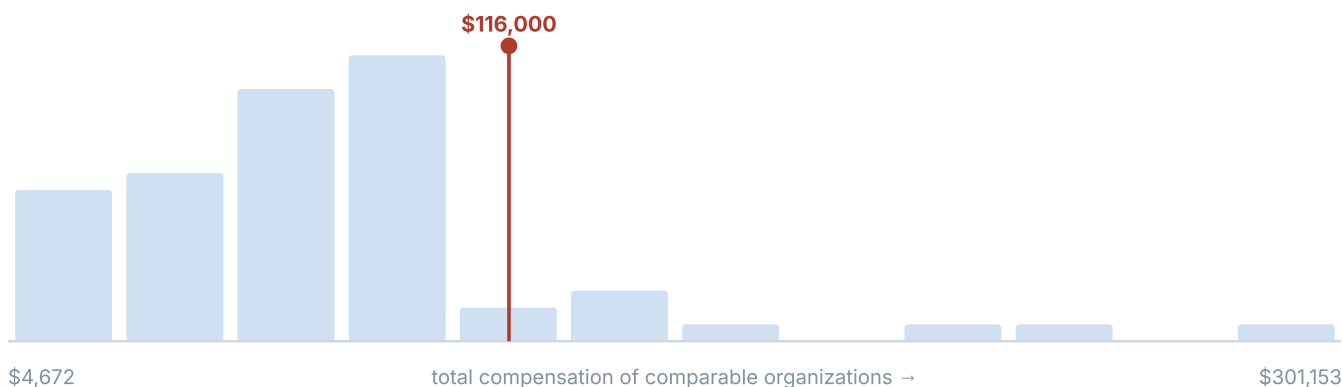
Benchmarked executive: Allen Hood — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A30).
BUDGET	Total revenue between \$321,353 and \$719,448 — 0.67x to 1.50x the subject's \$479,632 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A30), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,409	\$50,593	\$68,588	\$93,738	\$132,206	\$116,000
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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 FL 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
Jmpro Community Media Inc	NC	\$476,017	Executive Director	\$57,686	\$61,628	2024
Barn Raising Media Inc	IL	\$488,435	President	\$95,668	\$94,739	2025
National Association For Media	NY	\$491,600	Executive Di	\$134,957	\$126,090	2024
Factchequeado	CA	\$465,543	President	\$42,000	\$37,498	2024
Community Media Access Partnership	CA	\$496,960	Executive Dir.	\$59,847	\$55,010	2023
United By Culture Media Inc	NE	\$500,162	Executive Director	\$62,116	\$69,077	2024
Auricle Productions	NY	\$457,392	Executive Dir.	\$86,304	\$83,015	2023
C-net	PA	\$502,890	Executive Director	\$91,184	\$94,018	2024
Minorities In Cybersecurity Inc	TX	\$454,793	Chairwoman, Ceo & President	\$235,561	\$243,633	2024
Insight For The Blind Inc	FL	\$453,992	President Ceo	\$81,612	\$81,612	2023
Uncommon Voices Collective	CA	\$453,530	—	\$101,877	\$93,644	2023
Manatee Educational Television	FL	\$521,089	Manager	\$100,128	\$97,255	2024
Urbana-champaign Independent Media	IL	\$530,362	Executive Dir.	\$57,207	\$58,150	2024
Svg Sports Broadcasting Fund	NY	\$425,418	Administrator	\$54,167	\$50,608	2024
The 51st	DC	\$419,309	Co-founder	\$26,950	\$24,452	2024
Journalists Action Network	VA	\$418,600	Director	\$39,581	\$39,514	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Current Affairs Inc	LA	\$540,897	Ceo	\$56,433	\$64,250	2024
Lookout Publications	AZ	\$545,275	Executive Dir.	\$93,508	\$92,981	2024
Making Gay History Inc	NY	\$413,923	Executive Dir.	\$96,000	\$92,342	2023
Nashville Public Media Inc	TN	\$546,546	Director/ President And Ed	\$60,000	\$67,135	2023
Investigative Post Inc	NY	\$548,097	Executive Director	\$86,000	\$80,350	2024
Longmont Public Media	CO	\$410,530	President & Ceo	\$85,643	\$87,417	2023
Pickle Hill Public Broadcasting Inc	AK	\$409,588	General Manager	\$53,000	\$52,390	2024
The Peace Studio	NY	\$552,938	Executive Director	\$75,000	\$70,072	2024
Altruism Media Inc	MO	\$406,300	Ceo	\$21,310	\$24,026	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	60 organizations. Compensation range \$4,672–\$301,153; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$479,632); for reference, expenses \$539,259 and assets \$117,168.
ROLE MATCH	Allen Hood, reported title " <i>President</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 4 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	87 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	85 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 (Allen Hood) 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 60 similarly situated organizations (Same NTEE sector (A30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$116,000 is reasonable (approximately the 87th 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.