

International Access To Missions

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **George Pordea, Executive Director / CEO** (\$71,886) 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 **63rd** percentile of comparable organizations within the typical range

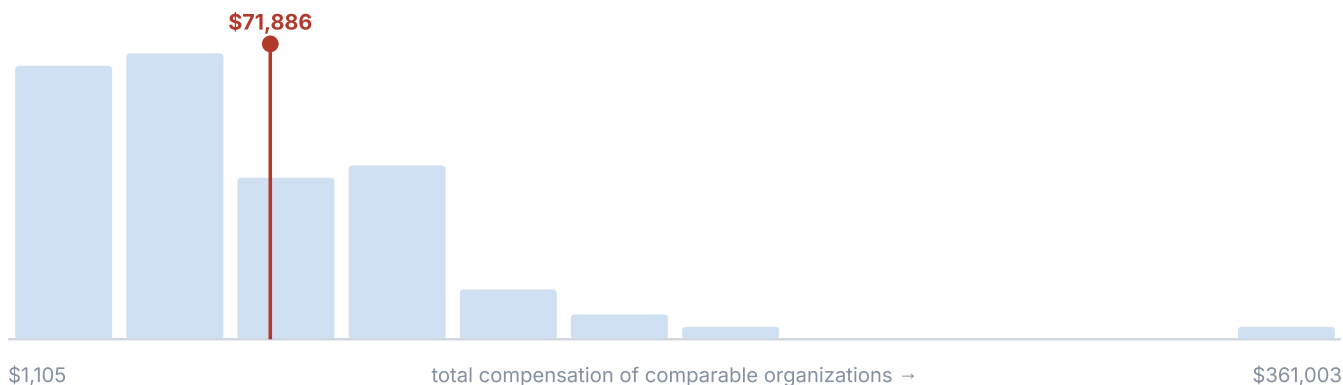
Benchmarked executive: George Pordea — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

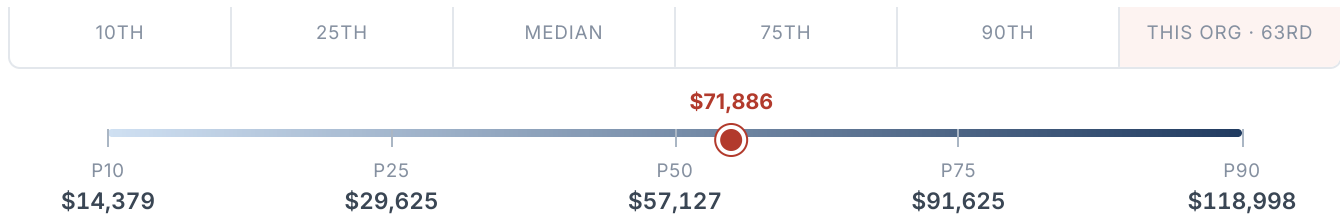
SECTOR	Organizations sharing the subject's NTEE classification (T50).
BUDGET	Total revenue between \$219,074 and \$490,465 — 0.67x to 1.50x the subject's \$326,977 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

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

Distribution of comparable compensation



\$14,379	\$29,625	\$57,127	\$91,625	\$118,998	\$71,886
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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 MO 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
Mission 2540	TX	\$326,719	President	\$97,805	\$92,371	2023
Altadena Recovery Center	CA	\$324,481	Ceo	\$21,975	\$17,402	2024
The Nlg-nyc Chapter Foundation Inc	NY	\$331,148	Volunteer Exec. Dir.	\$16,769	\$13,896	2024
Red Apple Edco	MO	\$321,457	Executive Director	\$92,678	\$92,678	2023
Chair The Hope Inc	ID	\$333,392	Executive Director	\$49,000	\$49,214	2023
Women4 Change Indiana Inc	IN	\$343,433	Ceo	\$95,391	\$92,252	2024
Keaton's Kindness Foundation Inc	OK	\$309,106	Executive Director	\$50,000	\$50,491	2024
Boardassist	NY	\$345,655	Executive Director	\$435,634	\$361,003	2024
Friends With Benefit Charity Events Inc	NC	\$347,090	Executive Directorboard Member	\$18,800	\$17,815	2024
Historic Paradise Foundation Nfp	SC	\$347,501	Executive Director/vice Chair	\$92,500	\$86,215	2025
Goods For Good	DC	\$347,623	Executive Director	\$35,000	\$28,166	2024
South Texas Christian Ministries	TX	\$306,060	Executive Dir.	\$37,380	\$34,291	2024
Spur Inc	MA	\$348,193	Executive Director	\$70,888	\$60,143	2023
Estero Bay Kindness Coalition	CA	\$348,911	President	\$67,096	\$54,702	2023
Gmr Foundation For Research & Educa	CO	\$304,932	Executive Di	\$59,978	\$52,742	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bethany's Equine And Aquatic	GA	\$355,113	Executive Di	\$68,154	\$67,353	2022
Lili Gc Foundation Corp	ID	\$297,604	Director	\$33,500	\$32,681	2024
Enhance Asian Community On Health Inc	MA	\$357,082	Executive Director	\$49,114	\$39,431	2025
Norfolk Family Coalition Inc	NE	\$360,519	Co-executive Director	\$60,793	\$59,963	2024
Adaptiv Inc	MA	\$361,160	Managing Director	\$99,000	\$83,994	2023
Magnify Mentoring	DC	\$361,566	Mrs.	\$86,107	\$69,295	2024
George Lopez Foundation	CA	\$288,848	Executive Director/secretary	\$171,000	\$135,412	2024
Ministry Office	MN	\$367,575	Coo	\$2,400	\$2,175	2024
Gay Mens Chorus Of Charlotte	NC	\$370,855	Managing Artistic Director	\$60,000	\$56,855	2024
Indianapolis Hebrew Congregation	IN	\$283,012	Fnd Ex-officio & lhc Exec	\$19,948	\$19,861	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 \$1,105–\$361,003; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$326,977); for reference, expenses \$254,724 and assets \$257,386.

ROLE MATCH	George Pordea, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	63 rd
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	58 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 (George Pordea) 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 (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,886 is reasonable (approximately the 63rd 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.