

Lake Mead Christian Ministries

Executive Director / CEO

EIN 472454261
 NV · NTEE X21
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Gayle Sue Blakeley, Executive Director / CEO** (\$7,661) against **every comparable organization** that fit the selection criteria — **252** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

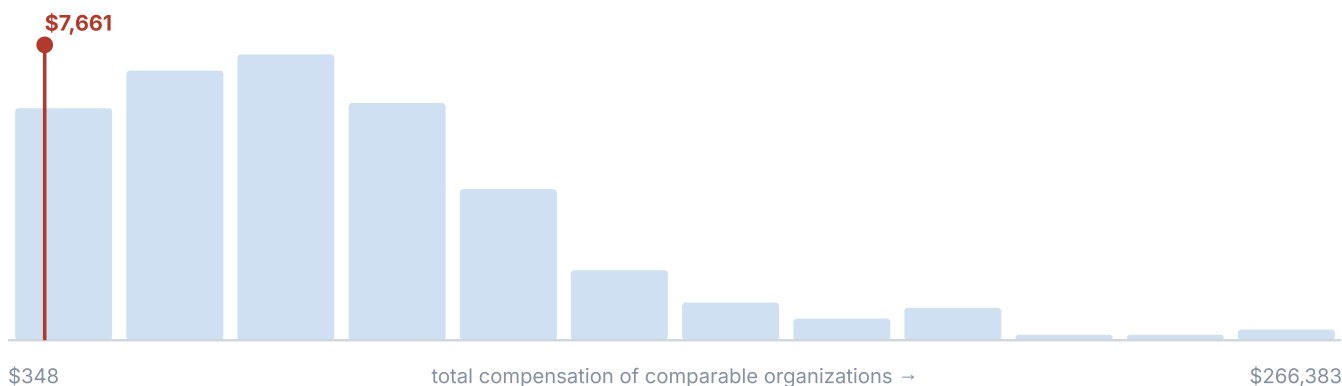
Benchmarked executive: Gayle Sue Blakeley — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$334,732 and \$749,400 — 0.67x to 1.50x the subject's \$499,600 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

252 organizations qualified on sector, size, and geography → **252** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,310	\$30,516	\$55,747	\$86,901	\$124,337	\$7,661
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 3RD
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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 NV 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
Hands And Feet Ministries Inc	GA	\$499,523	Board Member	\$43,238	\$42,128	2024
David George World Ministries Inc	GA	\$501,079	President	\$139,064	\$135,493	2024
Youth With A Mission Pittsburgh Inc	PA	\$501,730	President	\$15,848	\$15,314	2024
New Vision For Christ Ministries Inc	FL	\$502,399	President	\$74,880	\$68,164	2024
Reconcilingworks Lutherans For	MN	\$493,675	Executive Di	\$112,666	\$107,877	2024
Martin Luther Foundation	DE	\$493,625	Executive Director	\$5,511	\$5,094	2025
Robert J Morgan Ministries	TN	\$493,608	President/trustee	\$140,557	\$143,166	2024
World Christian Restaurant Ministriesinc	CA	\$492,194	President And Ceo	\$50,702	\$42,424	2024
Rick Coram Ministries Inc	FL	\$508,165	President	\$90,309	\$82,209	2024
Lassid Ministries Inc DbA Convergence R	WI	\$508,388	Ceo, Director	\$77,072	\$80,301	2023
In His Steps International Inc	CO	\$489,302	President	\$63,000	\$60,266	2023
African Christians Fellowship Int'l	SC	\$488,837	Executive Director	\$60,000	\$60,655	2024
Ciefa Ministry International	IL	\$511,371	President	\$4,162	\$4,082	2023
In His Grip Ministries	TN	\$511,601	President	\$103,640	\$108,682	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jacksonville Kachin Baptist Church	FL	\$487,162	Senior Pastor	\$37,200	\$33,864	2024
Iglesia Nueva Esperanza Viva	TX	\$512,764	Sr Pastor	\$64,800	\$64,667	2023
Fischer Family Ministries Inc	TN	\$484,916	President	\$123,000	\$125,283	2024
Iglesia De Cristo Casa De Jubilo	RI	\$484,119	President	\$11,000	\$10,523	2023
Spanish World Ministries Inc	IN	\$481,602	Executive Director	\$22,340	\$23,503	2023
Pilgrim Tract Society Inc	NC	\$517,962	President & Editor	\$26,790	\$26,823	2024
Pete Norris Ministries Inc	NC	\$481,136	President	\$49,566	\$49,628	2024
Comfort House Services Inc	TX	\$480,833	Executive Director	\$79,146	\$76,717	2024
Mapping Center For Evangelism & Church	FL	\$480,617	President	\$97,400	\$91,283	2023
Iglesia Cristiana Renuevo Inc	FL	\$518,840	Sr Pastorcorp Presadmin Bd	\$56,000	\$52,483	2023
Klamath Falls Gospel Mission	OR	\$519,308	Executive Director	\$50,000	\$44,994	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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 **252** organizations. Compensation range \$348–\$266,383; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$499,600); for reference, expenses \$784,587 and assets \$10,013,548. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Gayle Sue Blakeley, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	90 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 (Gayle Sue Blakeley) 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 252 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$7,661 is reasonable (approximately the 3rd 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.