

Cways Home

Executive Director / CEO

EIN 475274064

OR · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Namae Ntumae, Executive Director / CEO** (\$151,437) against **every comparable organization** that fit the selection criteria — **248** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

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

How comparable organizations were selected

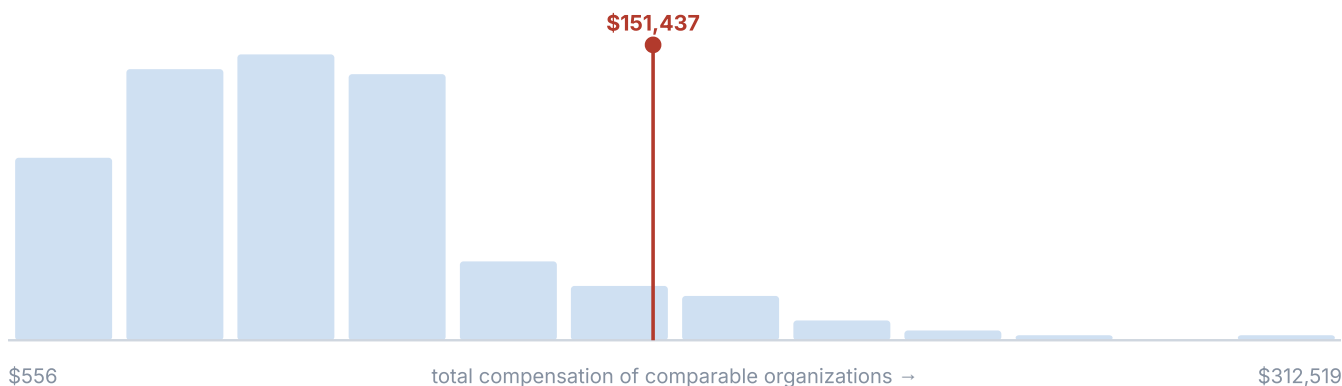
SECTOR Organizations sharing the subject's NTEE classification (X99).

BUDGET Total revenue between \$300,987 and \$673,852 — 0.67x to 1.50x the subject's \$449,235 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

248 organizations qualified on sector, size, and geography → **248** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,798	\$38,691	\$70,392	\$92,180	\$136,079	\$151,437
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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 OR 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
Hope In Jesus Ministries	RI	\$448,854	Director	\$77,400	\$77,859	2025
Wonders Of The Creator Inc	FL	\$448,282	President	\$106,154	\$107,385	2024
Clubhouse Ministries Inc	TN	\$450,921	Secretary	\$44,999	\$50,934	2024
Blazing Hope Ranch	TN	\$445,429	Board Member; Executive Director	\$17,500	\$19,298	2025
Avatar Meher Baba Heartland Ce	OK	\$454,591	Montgomery	\$18,000	\$21,974	2023
Made To Shine Inc	MO	\$455,757	President/treasurer	\$85,615	\$97,646	2024
Agape Freedom Fighters	TN	\$442,694	President	\$102,080	\$112,566	2025
Pch Ministries Inc	IL	\$441,209	Ceo	\$117,391	\$124,275	2024
Firebase Movement	MN	\$458,526	Director	\$82,848	\$88,152	2024
Straight Street Revolution	GA	\$459,052	Executive Di	\$52,708	\$57,069	2024
Faith And Life Inc	KS	\$459,272	Manager	\$35,817	\$41,667	2024
City On A Hill Young Adult Apostolate	MO	\$439,114	Executive Director (January - October)	\$70,518	\$80,427	2024
The Lot Project	SC	\$438,885	Executive D	\$45,250	\$50,833	2024
Lot318	CA	\$438,059	Ceo	\$32,987	\$30,673	2024
The Isaiah 40 Foundation Inc	VT	\$460,415	President	\$89,932	\$97,473	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Earth Center Of Maanu Inc	IL	\$437,973	It Director	\$11,250	\$12,261	2023
True North Ministries Inc	OK	\$437,611	Executive Dir.	\$65,417	\$77,567	2024
Allegheny Wesleyan Methodist	OH	\$437,014	President	\$14,740	\$16,811	2024
Blazing Trees	TN	\$462,823	Chief Executive Officer	\$72,000	\$83,904	2023
The Hinda Institute	IL	\$463,408	Director	\$9,350	\$9,898	2024
Care Net Womens Resource Center Of	CA	\$433,199	Executive Dir.	\$57,292	\$53,272	2024
Systematic Asian Leadership Trainin	NC	\$432,786	Ceo	\$69,654	\$79,789	2023
Thrive Learning Centers	CA	\$466,812	Executive Dir.	\$16,449	\$15,295	2024
White Dove Ministries Inc	AL	\$431,219	Minister	\$147,130	\$176,217	2023
Symbiz	OH	\$430,719	Executive Di	\$38,190	\$43,557	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR cost of living and 2024 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 OR 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 **248** organizations. Compensation range \$556–\$312,519; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$449,235); for reference, expenses \$649,090 and assets \$1,102,869. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Namae Ntumae, reported title " <i>DIRECTOR</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	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	93 rd
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	92 nd

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 (Namae Ntumae) 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 248 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$151,437 is reasonable (approximately the 93rd 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.