

# Washington County Council Of Churches

Executive Director / CEO

EIN 522095640  
 MD · NTEE X90  
 FY ending 2024-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Kathy Powderly, Executive Director / CEO** (\$50,650) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

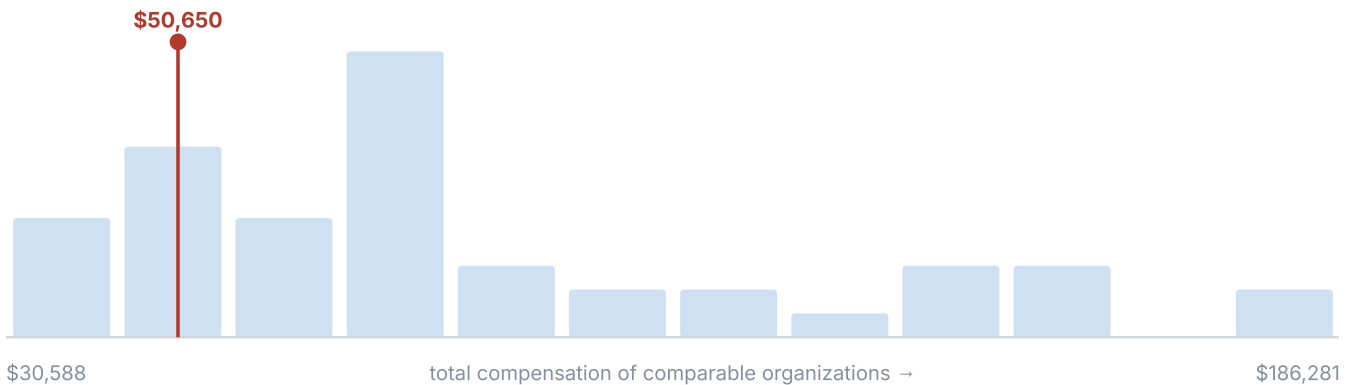
**Benchmarked executive:** Kathy Powderly — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X90).
BUDGET	Total revenue between \$320,054 and \$716,539 — 0.67x to 1.50x the subject's \$477,693 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X90), nationwide + budget 0.67–1.5x revenue.

**46** organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$43,663	\$54,455	\$74,407	\$101,430	\$147,057	\$50,650
----------	----------	----------	-----------	-----------	----------



## ■ 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 MD 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
<a href="#">Unfolding Faith Inc Dominion Leadership Academy</a>	GA	\$475,000	Ceo	\$51,587	<b>\$57,120</b>	2023
<a href="#">One Heart Ministries Inc</a>	GA	\$484,126	Director Of Ministries	\$78,095	<b>\$86,472</b>	2023
<a href="#">G R A S P</a>	SC	\$487,188	Executive Dir.	\$46,217	<b>\$51,573</b>	2024
<a href="#">Tellasia Ministries Inc</a>	CO	\$466,445	President	\$81,826	<b>\$83,924</b>	2024
<a href="#">Becoming Foundation Inc</a>	PA	\$460,700	President	\$75,000	<b>\$80,000</b>	2024
<a href="#">Mission Link International</a>	VA	\$498,189	Exec Director	\$42,666	<b>\$45,365</b>	2023
<a href="#">Acme Christian Thrift Store &amp; Food Pantry</a>	MI	\$457,086	Director Of Operations	\$47,837	<b>\$54,374</b>	2023
<a href="#">John Jay Institute For Faith Society</a>	PA	\$504,220	President	\$132,458	<b>\$141,289</b>	2024
<a href="#">S W A T Ministries Inc</a>	GA	\$449,659	Executive Director	\$28,750	<b>\$30,920</b>	2024
<a href="#">District Council Treasure Coas</a>	FL	\$446,865	Store Manager	\$42,104	<b>\$42,307</b>	2024
<a href="#">Ucc Xix Inc</a>	OH	\$441,426	Treasurer	\$50,772	<b>\$57,519</b>	2024
<a href="#">Kingdomquest Ministries Inc</a>	IN	\$440,477	President	\$109,414	<b>\$127,063</b>	2023
<a href="#">Boston Dialogue Foundation Inc</a>	MA	\$522,025	Executive Director	\$46,000	<b>\$44,214</b>	2024
<a href="#">Interfaith Alliance Of Iowa</a>	IA	\$431,795	Executive Di	\$131,900	<b>\$154,477</b>	2024
<a href="#">Fons Vitae Of Kentucky Inc</a>	KY	\$424,939	President	\$62,745	<b>\$74,234</b>	2023
<a href="#">Youth For Truth International</a>	CA	\$532,072	President	\$59,220	<b>\$54,697</b>	2024
<a href="#">Sheboygan County Interfaith</a>	WI	\$418,932	Executive Di	\$63,699	<b>\$71,157</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Israel Today Ministries Inc</a>	TX	\$414,177	President	\$174,101	<b>\$186,281</b>	2024
<a href="#">Village Heartbeat</a>	CO	\$411,880	President & Ceo	\$103,591	<b>\$109,386</b>	2023
<a href="#">Arimborgo Ministries</a>	AZ	\$408,419	President	\$72,500	<b>\$74,580</b>	2024
<a href="#">Jewish Jewels Inc</a>	FL	\$391,760	Director	\$57,463	<b>\$57,741</b>	2024
<a href="#">The True Vine A Christian Foundation</a>	AL	\$385,452	Managing Director	\$30,056	<b>\$34,731</b>	2024
<a href="#">Rainbow Mission Inc</a>	WA	\$383,177	Executive Director	\$85,889	<b>\$82,251</b>	2024
<a href="#">Love Akron Inc</a>	OH	\$572,735	Executive Di	\$130,320	<b>\$147,639</b>	2024
<a href="#">Interfaith Caregivers Inc</a>	WI	\$576,673	Executive Director	\$90,688	<b>\$101,306</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 46 organizations. Compensation range \$30,588–\$186,281; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$477,693); for reference, expenses \$408,915 and assets \$258,956.

**ROLE MATCH** Kathy Powderly, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 3 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	15 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	26 <sup>th</sup>
Reportable pay only (column D), adjusted	22 <sup>nd</sup>
All sources (D + E + F), adjusted	15 <sup>th</sup>

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 (Kathy Powderly) 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 10, 2026, comparing compensation against 46 similarly situated organizations (Same NTEE sector (X90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,650 is reasonable (approximately the 15<sup>th</sup> 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 10, 2026.