

# Encouragement Incorporated

Executive Director / CEO

EIN 541567884  
 CO · NTEE X20Z  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Rev Clayton V Rader, Executive Director / CEO** (\$38,858) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

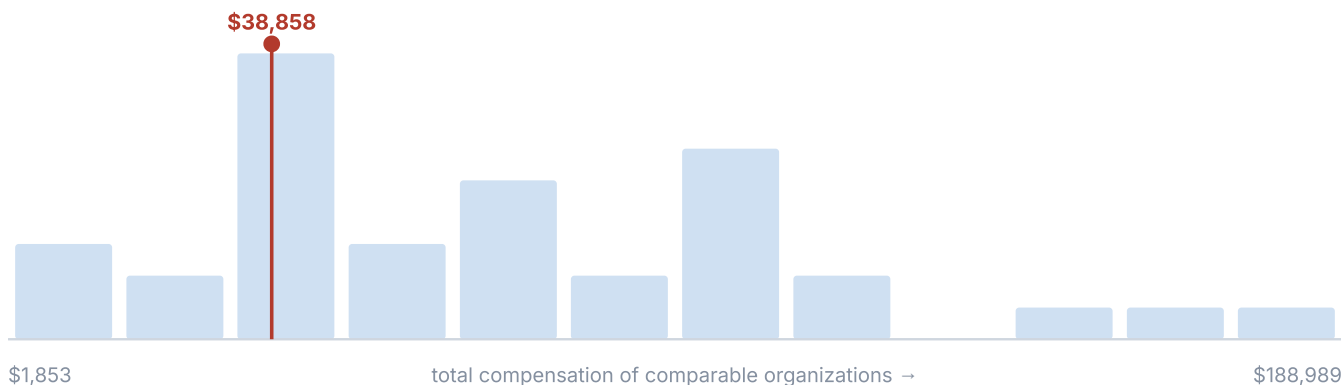
**Benchmarked executive:** Rev Clayton V Rader — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20Z).
BUDGET	Total revenue between \$139,445 and \$312,190 — 0.67x to 1.50x the subject's \$208,127 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + CO + budget 0.67–1.5x revenue.

**35** organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$29,883	\$40,549	\$75,000	\$101,064	\$121,713	\$38,858
----------	----------	----------	-----------	-----------	----------



## ■ 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 CO 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="#">Hope Emmanuel</a>	CO	\$205,250	Independ Con	\$164,494	<b>\$164,494</b>	2024
<a href="#">U-turn For Christ - Colorado</a>	CO	\$211,717	President	\$45,600	<b>\$45,600</b>	2024
<a href="#">Haven Ministries</a>	CO	\$203,902	President	\$100,000	<b>\$100,000</b>	2024
<a href="#">Golf Fore Christ Inc</a>	CO	\$214,623	President	\$30,000	<b>\$30,000</b>	2024
<a href="#">In Christ Ministries Inc</a>	CO	\$216,536	President	\$73,242	<b>\$75,405</b>	2023
<a href="#">Worshipmob</a>	CO	\$199,295	Executive Director	\$38,462	<b>\$39,598</b>	2023
<a href="#">Outfitters For Christ</a>	CO	\$197,366	Executive Dir.	\$44,665	<b>\$44,665</b>	2024
<a href="#">Cityforce Inc</a>	CO	\$221,350	President	\$90,000	<b>\$92,658</b>	2023
<a href="#">Footsteps Experience Inc</a>	CO	\$221,637	President	\$75,000	<b>\$75,000</b>	2024
<a href="#">Lighthouse Network Inc</a>	CO	\$192,520	President	\$76,928	<b>\$79,200</b>	2023
<a href="#">Koome Ministries Inc</a>	CO	\$225,673	President	\$86,208	<b>\$86,208</b>	2024
<a href="#">Legacy Relief Project</a>	CO	\$229,708	President	\$50,000	<b>\$50,000</b>	2024
<a href="#">Iglesia De Restauracion Mision Elim Greeley Inc</a>	CO	\$230,057	Treasurer	\$35,350	<b>\$35,350</b>	2024
<a href="#">Digital Bibles For The World</a>	CO	\$232,319	President	\$100,538	<b>\$103,508</b>	2023
<a href="#">The One Project</a>	CO	\$239,678	Director	\$6,800	<b>\$6,800</b>	2024
<a href="#">Exchanged Life Ministries</a>	CO	\$173,368	Secretary	\$76,860	<b>\$79,130</b>	2023
<a href="#">Turn Ministries</a>	CO	\$243,102	President	\$99,000	<b>\$99,000</b>	2024
<a href="#">Life Impact Ministries</a>	CO	\$244,144	Director	\$118,600	<b>\$118,600</b>	2024
<a href="#">The Noble Heart Inc</a>	CO	\$254,722	President	\$120,237	<b>\$123,788</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mosaic International Ministries</a>	CO	\$254,966	President	\$41,500	<b>\$41,500</b>	2024
<a href="#">Faith Covenant International</a>	CO	\$255,031	President	\$1,800	<b>\$1,853</b>	2023
<a href="#">Trinity Fitness Colorado Springs</a>	CO	\$257,558	Communications Director	\$28,950	<b>\$29,805</b>	2023
<a href="#">Tcmg Holdings</a>	CO	\$157,205	Creative Dir.	\$36,000	<b>\$36,000</b>	2024
<a href="#">Caring For The Heart Ministries</a>	CO	\$259,175	President	\$49,466	<b>\$50,927</b>	2023
<a href="#">Freedom 58 Project Incorporated</a>	CO	\$259,846	Director	\$79,426	<b>\$79,426</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	35 organizations. Compensation range \$1,853–\$188,989; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$208,127); for reference, expenses \$231,713 and assets \$505,144.
ROLE MATCH	Rev Clayton V Rader, reported title " <i>President</i> ", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	26 <sup>th</sup>
Reportable pay only (column D), adjusted	34 <sup>th</sup>
All sources (D + E + F), adjusted	23 <sup>rd</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 (Rev Clayton V Rader) 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 35 similarly situated organizations (Same NTEE sector (X20) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,858 is reasonable (approximately the 23<sup>rd</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 9, 2026.