PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Mission Link International

Executive Director / CEO

EIN **541939608**
VA · NTEE X90
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Todd Q Childers, Executive Director / CEO** ($42,666) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 13th percentile of comparable organizations

below the typical range for comparable organizations

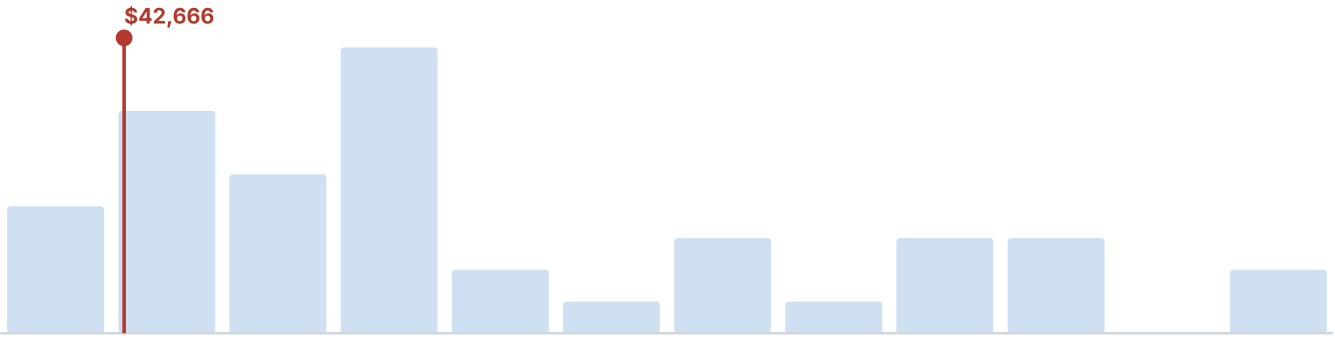
> **Benchmarked executive:** Todd Q Childers — reported title "Exec Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X90).
BUDGET	Total revenue between $333,786 and $747,283 — 0.67× to 1.50× the subject's $498,189 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X90), nationwide + budget 0.67–1.5× revenue.

40 organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



$29,080 — total compensation of comparable organizations → — $175,195

$41,479	$51,366	$71,677	$104,918	$139,125	$42,666

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 VA 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
John Jay Institute For Faith Society	PA	$504,220	President	$132,458	**$132,881**	2024
G R A S P	SC	$487,188	Executive Dir.	$46,217	**$48,503**	2024
One Heart Ministries Inc	GA	$484,126	Director Of Ministries	$78,095	**$81,325**	2023
Washington County Council Of Churches	MD	$477,693	Executive Director	$50,650	**$47,636**	2024
Unfolding Faith Inc Dominion Leadership Academy	GA	$475,000	Ceo	$51,587	**$53,721**	2023
Boston Dialogue Foundation Inc	MA	$522,025	Executive Director	$46,000	**$41,583**	2024
Tellasia Ministries Inc	CO	$466,445	President	$81,826	**$78,929**	2024
Youth For Truth International	CA	$532,072	President	$59,220	**$51,442**	2024
Becoming Foundation Inc	PA	$460,700	President	$75,000	**$75,239**	2024
Acme Christian Thrift Store &Food Pantry	MI	$457,086	Director Of Operations	$47,837	**$51,138**	2023
S W A T Ministries Inc	GA	$449,659	Executive Director	$28,750	**$29,080**	2024
District Council Treasure Coas	FL	$446,865	Store Manager	$42,104	**$39,790**	2024
Ucc Xix Inc	OH	$441,426	Treasurer	$50,772	**$54,096**	2024
Kingdomquest Ministries Inc	IN	$440,477	President	$109,414	**$119,501**	2023
Interfaith Alliance Of Iowa	IA	$431,795	Executive Di	$131,900	**$145,285**	2024
Fons Vitae Of Kentucky Inc	KY	$424,939	President	$62,745	**$69,817**	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Love Akron Inc	OH	$572,735	Executive Di	$130,320	**$138,853**	2024
Interfaith Caregivers Inc	WI	$576,673	Executive Director	$90,688	**$95,277**	2024
Sheboygan County Interfaith	WI	$418,932	Executive Di	$63,699	**$66,922**	2024
Oklahoma Center For Community And	OK	$578,544	President &	$120,794	**$137,757**	2023
Israel Today Ministries Inc	TX	$414,177	President	$174,101	**$175,195**	2024
Village Heartbeat	CO	$411,880	President & Ceo	$103,591	**$102,876**	2023
Arimborgo Ministries	AZ	$408,419	President	$72,500	**$70,141**	2024
Christian Friends Of New Americans	MO	$604,188	Executive Dir.	$71,801	**$74,530**	2025
Jewish Jewels Inc	FL	$391,760	Director	$57,463	**$54,304**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	**40** organizations. Compensation range $29,080–$175,195; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($498,189); for reference, expenses $554,789 and assets $261,870.
ROLE MATCH	Todd Q Childers, reported title *"Exec Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	**13th**
Total compensation (D + F), as reported (no adjustments)	**8th**
Reportable pay only (column D), adjusted	**20th**
All sources (D + E + F), adjusted	**13th**

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 (Todd Q Childers) 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 40 similarly situated organizations (Same NTEE sector (X90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $42,666 is reasonable (approximately the 13th 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.