

Pulaski Christian Church Inc

Executive Director / CEO

EIN 541957449
 VA · NTEE X21
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Katherine Warden, Executive Director / CEO** (\$3,300) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

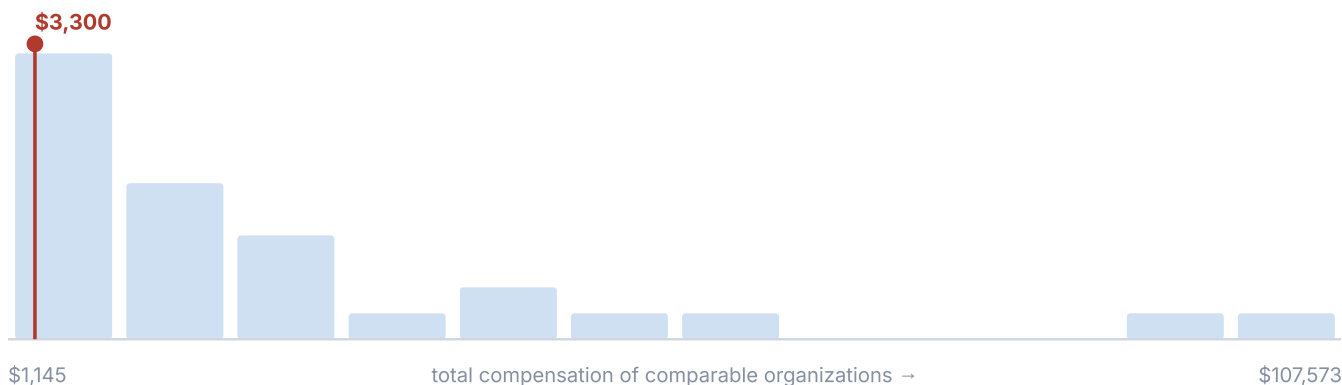
Benchmarked executive: Katherine Warden — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$8,782 and \$19,662 — 0.67x to 1.50x the subject's \$13,108 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,489	\$6,435	\$15,355	\$26,525	\$50,565	\$3,300
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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 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
Grace & Mercy Ministries	AZ	\$13,109	President	\$108,000	\$107,573	2023
Cleveland Hebrew Schools Educational	OH	\$13,179	Treasurer	\$40,331	\$44,241	2023
East Mountain Greenville	SC	\$13,281	Former Ceo/exec. Direct	\$21,500	\$23,230	2023
World Bridge Ministries Inc	GA	\$12,737	President	\$59,670	\$60,355	2024
Kerygma Comunidad Misionera	FL	\$14,085	Director	\$3,200	\$3,113	2023
Gods Not Dead Foundation	AZ	\$14,202	President	\$20,000	\$19,349	2024
Play To Learn Ministries	MO	\$14,248	President	\$1,103	\$1,145	2025
New Life Holding Corporation	CO	\$14,400	Director	\$7,713	\$7,660	2023
Transparent Heart Ministries - Thm	WY	\$14,437	President And Member Board Of Directors	\$5,446	\$5,867	2024
Bryan Gray Ministries Inc	NC	\$14,497	President	\$9,650	\$10,327	2023
Center For Faith And Work St Louis	MO	\$11,693	Executive Director	\$22,973	\$24,477	2024
World Leaders Group Inc	FL	\$11,568	Secretary	\$12,000	\$11,341	2024
Thompsonkillebrew Fbo Fumc	KY	\$14,976	Trustee	\$4,564	\$5,078	2023
New Mexico Family Action Movement	NM	\$15,050	Executive Dir.	\$36,000	\$38,951	2024
The Shalem Institute	OH	\$15,846	Executive Director	\$6,000	\$6,393	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Baybrazil Inc	CA	\$16,416	President/ce	\$110,000	\$95,552	2024
Passion Of Christ Ministries Inc	MD	\$9,530	Pastor	\$1,400	\$1,317	2024
Emmaus Teams	ME	\$9,023	Director	\$44,711	\$46,369	2023
Temple United Church Inc	MD	\$17,214	Pastor	\$19,000	\$18,397	2023
Soldiers For Christ Inc	IN	\$18,363	Principal Officer	\$15,580	\$16,528	2024
Relevant Ministry Inc	MS	\$18,398	President	\$16,000	\$18,456	2023
Jacobs Brothers Evangelistic	PA	\$18,528	President	\$6,428	\$6,449	2024
Grace Unleashed Inc	MN	\$18,621	Pres,ceo, Treas	\$7,200	\$7,156	2024
Mike Ryan Ministries Inc	TX	\$18,822	Presidentdirector	\$18,948	\$19,630	2023
Ma Hadul Iman Ny Inc	NY	\$19,163	President	\$15,601	\$14,181	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	28 organizations. Compensation range \$1,145–\$107,573; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$13,108); for reference, expenses \$16,164 and assets \$33,376.
ROLE MATCH	Katherine Warden, 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.

OUTLIERS 3 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	11 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	11 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 (Katherine Warden) 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 28 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,300 is reasonable (approximately the 11th 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.