

# Robby Mitchell Ministries Inc

Executive Director / CEO

EIN 621666204  
 TX · NTEE X20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Robby Mitchell, Executive Director / CEO** (\$131,111) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

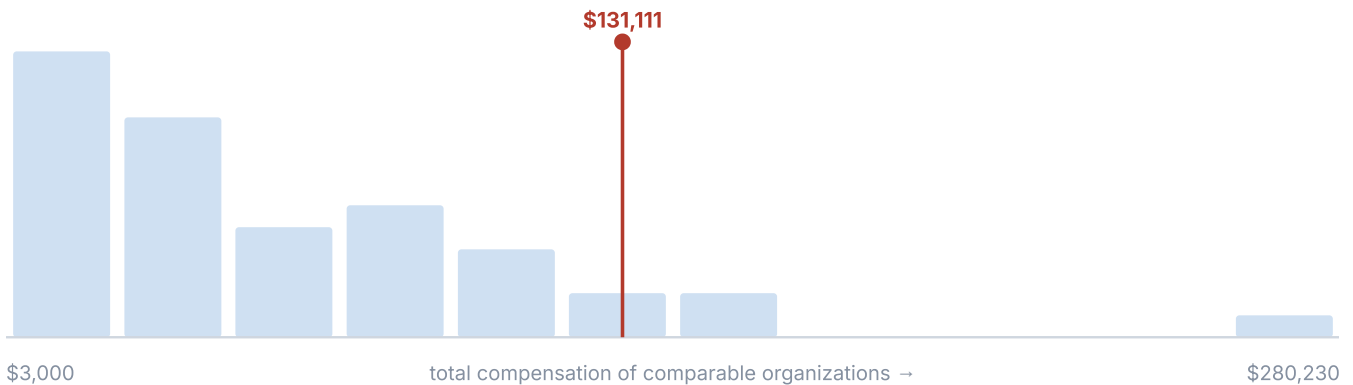
**Benchmarked executive:** Robby Mitchell — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$100,091 and \$224,085 — 0.67x to 1.50x the subject's \$149,390 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

**43** organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,106	\$22,898	\$45,500	\$84,849	\$126,776	<b>\$131,111</b>
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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 TX 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="#">St Benedicts Workshop</a>	TX	\$151,815	Director	\$36,000	<b>\$37,063</b>	2023
<a href="#">Iglesia De Dios Misionera Los</a>	TX	\$152,250	Pastor	\$29,820	<b>\$29,820</b>	2024
<a href="#">Suit Up Ministries</a>	TX	\$142,508	Director	\$21,731	<b>\$21,731</b>	2024
<a href="#">Kathie Davidson Ministries</a>	TX	\$141,986	President	\$19,500	<b>\$20,076</b>	2023
<a href="#">El Paso Palabra Viva</a>	TX	\$141,466	Pastor Director	\$18,000	<b>\$18,532</b>	2023
<a href="#">Taylorglobalconsult</a>	TX	\$161,825	President	\$84,696	<b>\$87,198</b>	2023
<a href="#">Danny Forshee Evangelistic</a>	TX	\$131,143	Chairman	\$37,492	<b>\$38,599</b>	2023
<a href="#">Disciples Of The Way</a>	TX	\$123,448	Office Coordinator	\$30,551	<b>\$30,551</b>	2024
<a href="#">Metro Ministries Of Fort Worth</a>	TX	\$123,383	Executive Director	\$22,656	<b>\$22,656</b>	2024
<a href="#">Austin Global Ambassadors Inc</a>	TX	\$176,486	Chairman/executive Director	\$102,333	<b>\$102,333</b>	2024
<a href="#">Lifemark Ministries DbA Next Step</a>	TX	\$177,006	Executive Director	\$50,000	<b>\$50,000</b>	2024
<a href="#">Truth Of Life Inc</a>	TX	\$178,016	President	\$137,744	<b>\$137,744</b>	2024
<a href="#">Illuminate Ministries</a>	TX	\$179,306	Executive Di	\$75,384	<b>\$75,384</b>	2024
<a href="#">Downtown Church Of Christ</a>	TX	\$180,212	Bookkeeper	\$4,200	<b>\$4,200</b>	2024
<a href="#">Agape Indians Ministries Intl Inc</a>	TX	\$181,577	President	\$10,500	<b>\$10,500</b>	2024
<a href="#">Ministerio Internacional El Rey Jesus Texas</a>	TX	\$114,572	President	\$4,333	<b>\$4,461</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Opera Leggera Inc</a>	TX	\$114,570	Vice Presidentartisti	\$22,475	<b>\$23,139</b>	2023
<a href="#">Iglesia Fresca Uncion Inc</a>	TX	\$114,030	Pastor	\$18,000	<b>\$18,532</b>	2023
<a href="#">Freeland Ministries Inc</a>	TX	\$113,610	President	\$22,000	<b>\$22,000</b>	2024
<a href="#">Go Drill International Inc</a>	TX	\$185,914	President	\$41,748	<b>\$42,981</b>	2023
<a href="#">Restoration City Inc</a>	TX	\$186,188	Asst Directo	\$7,875	<b>\$8,108</b>	2023
<a href="#">Armlynk International</a>	TX	\$186,418	Field Director	\$140,000	<b>\$144,135</b>	2023
<a href="#">Movement Makers Ministries Inc</a>	TX	\$186,602	Director/pre	\$99,799	<b>\$99,799</b>	2024
<a href="#">Ten14 Ministries</a>	TX	\$186,837	Director	\$24,661	<b>\$24,661</b>	2024
<a href="#">Christian Outdoor Ministry</a>	TX	\$189,251	President	\$52,100	<b>\$52,100</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	<b>43</b> organizations. Compensation range \$3,000–\$280,230; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$149,390); for reference, expenses \$172,000 and assets \$88,356.
ROLE MATCH	Robby Mitchell, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	93 <sup>rd</sup>
All sources (D + E + F), adjusted	91 <sup>st</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 (Robby Mitchell) 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 43 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$131,111 is reasonable (approximately the 91<sup>st</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.