

# Apologetics Resources Center Inc

Executive Director / CEO

EIN 631212784

AL · NTEE X192

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Clete Hux, Executive Director / CEO** (\$61,999) against **every comparable organization** that fit the selection criteria — **451** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Clete Hux — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

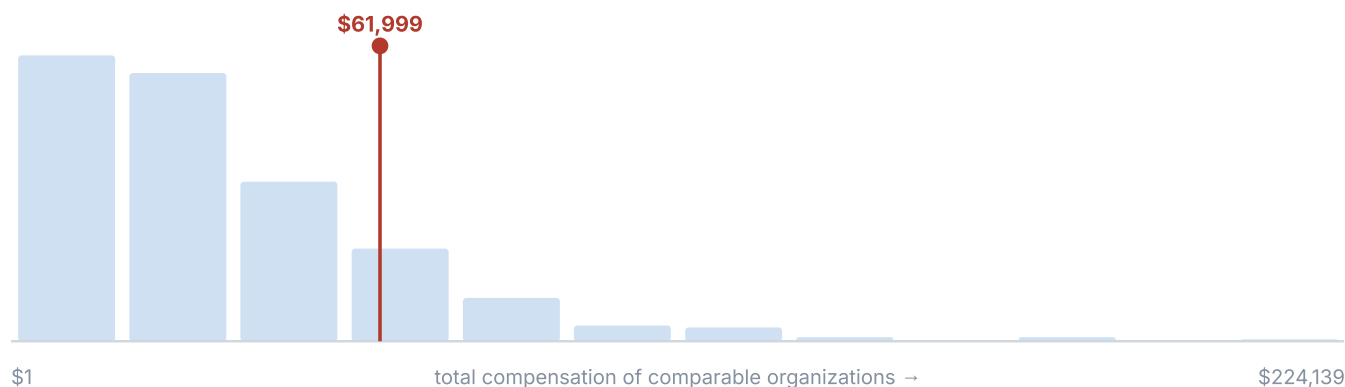
**SECTOR** Organizations sharing the subject's NTEE classification (X192).

**BUDGET** Total revenue between \$69,655 and \$155,946 — 0.67x to 1.50x the subject's \$103,964 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

**451** organizations qualified on sector, size, and geography → **451** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,165

\$15,660

\$29,014

\$48,565

\$71,755

**\$61,999**



## ● 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 AL 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="#">Breakthrough Ministries Inc</a>	TN	\$103,936	President	\$37,130	<b>\$36,126</b>	2024
<a href="#">Globalservant Ministries Inc</a>	AL	\$104,018	Director	\$44,100	<b>\$45,403</b>	2023
<a href="#">North Central Presbytery Of The Cumberland Presbyterian Church</a>	IL	\$104,037	Treasurer, Member Of Board Of Finance And Trustees	\$5,500	<b>\$5,152</b>	2023
<a href="#">Children Ministries International</a>	CA	\$104,068	Founder, President, Chairman Of The Board	\$91,310	<b>\$75,139</b>	2023
<a href="#">Holy Synod Of Saint Athanasius</a>	PA	\$104,400	Officer	\$17,400	<b>\$16,062</b>	2024
<a href="#">Friends Of The Groom Inc</a>	OH	\$104,720	President	\$1,540	<b>\$1,510</b>	2024
<a href="#">Rise Ministry Community Development Center</a>	OH	\$104,965	Senior Pastor & Executive Board Chairman	\$9,131	<b>\$8,952</b>	2024
<a href="#">Inner Vision Spiritual Life Maintenance Inc</a>	MD	\$102,772	President	\$18,635	<b>\$16,126</b>	2024
<a href="#">The Lookout Coffee</a>	TX	\$105,331	Executive Director	\$25,083	<b>\$23,911</b>	2023
<a href="#">G3 Experience Inc</a>	TX	\$102,448	President	\$54,000	<b>\$51,477</b>	2023
<a href="#">Christian Television Of Las Vegas Inc</a>	FL	\$105,522	President	\$7,630	<b>\$6,830</b>	2023
<a href="#">Awakening Vajra International</a>	CA	\$102,333	Chairman	\$25,970	<b>\$21,371</b>	2023
<a href="#">Mission Mobilization International</a>	CO	\$105,694	President	\$71,700	<b>\$65,519</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ross Family Ministries</a>	NC	\$105,754	President	\$62,500	<b>\$61,542</b>	2023
<a href="#">The India Mission For Evangelism Inc</a>	AZ	\$102,138	President Since 3-2023	\$7,950	<b>\$7,077</b>	2024
<a href="#">South Mountain Family Camp</a>	NC	\$105,983	Executive Director	\$18,063	<b>\$17,276</b>	2024
<a href="#">Green Pastures Christian</a>	IL	\$106,198	Camp Host	\$30,926	<b>\$28,974</b>	2023
<a href="#">Firstlight International</a>	PA	\$101,654	President	\$17,280	<b>\$15,951</b>	2024
<a href="#">New Life International Mission Inc</a>	FL	\$101,525	Director	\$12,994	<b>\$11,299</b>	2024
<a href="#">Nexus Mission</a>	CA	\$106,545	Director	\$14,400	<b>\$11,849</b>	2023
<a href="#">Iglesia Luz De Esperanza</a>	CA	\$101,226	Chief Executive Officer	\$11,624	<b>\$9,565</b>	2023
<a href="#">Arizona District Council Of The</a>	AZ	\$106,715	Ceo Current	\$103,568	<b>\$92,197</b>	2024
<a href="#">Franklin Ministries</a>	TN	\$101,171	President/director	\$60,000	<b>\$60,102</b>	2023
<a href="#">Baitul Abrar Inc</a>	NY	\$101,118	President	\$33,000	<b>\$28,418</b>	2023
<a href="#">The Retired Ministers Homes Board Inc</a>	LA	\$100,816	Sec/treasurer	\$7,200	<b>\$7,339</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 **451** organizations. Compensation range \$1–\$224,139; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$103,964); for reference, expenses \$120,926 and assets \$15,382.
ROLE MATCH	Clete Hux, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	83 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	78 <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 (Clete Hux) 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 451 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,999 is reasonable (approximately the 83<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.