

# Caribbean Resource Ministries

Executive Director / CEO

EIN **640871594**  
 MS · NTEE Q33  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Rev W Sellers, Executive Director / CEO** (\$23,004) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

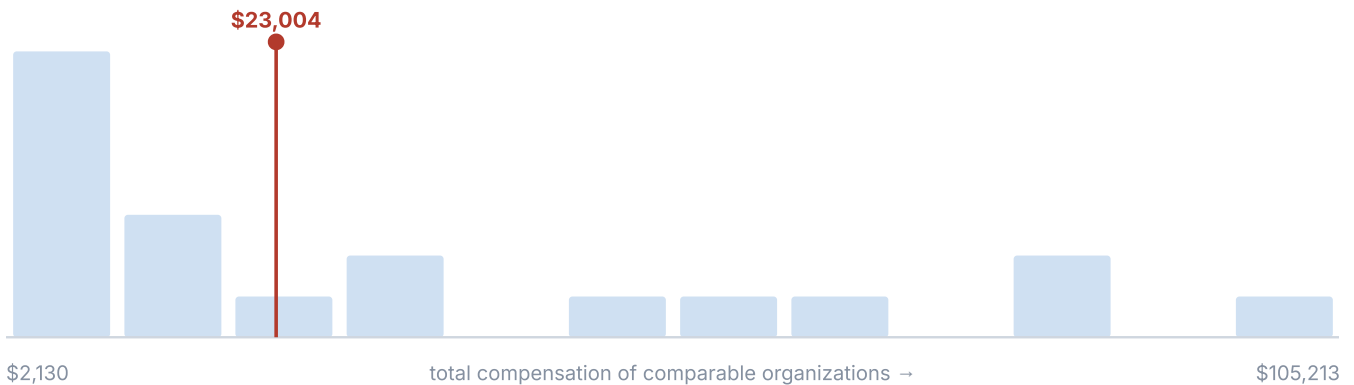
**Benchmarked executive:** Rev W Sellers — reported title “Exe Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$48,806 and \$109,267 — 0.67x to 1.50x the subject's \$72,845 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,376	\$8,522	\$18,607	\$53,294	\$82,140	<b>\$23,004</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 MS 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="#">Cambodian Outreach Project</a>	CO	\$67,818	Director	\$14,700	<b>\$12,293</b>	2024
<a href="#">The Grace Children's Foundation</a>	NY	\$67,416	President & Ceo	\$40,000	<b>\$31,522</b>	2024
<a href="#">Foundation Ministries Inc</a>	OH	\$66,635	Treasurer/secretary	\$2,400	<b>\$2,217</b>	2024
<a href="#">Edens Song Ministry Inc</a>	ID	\$65,239	President	\$22,500	<b>\$21,491</b>	2023
<a href="#">Fountain Of Christ Ministries</a>	FL	\$80,969	Vice President	\$6,000	<b>\$4,916</b>	2024
<a href="#">Redwoods Global Missions Inc</a>	FL	\$82,758	President	\$18,500	<b>\$15,156</b>	2024
<a href="#">Advance Access And Delivery Inc</a>	NC	\$83,613	Executive Di	\$54,406	<b>\$49,026</b>	2024
<a href="#">Iron Kite International</a>	NC	\$84,586	President	\$67,500	<b>\$62,622</b>	2023
<a href="#">Ghanaian Mother's Hope Inc</a>	FL	\$60,932	President/treasurer	\$2,600	<b>\$2,130</b>	2024
<a href="#">Kopernik Solutions</a>	NY	\$59,988	President	\$8,505	<b>\$6,702</b>	2024
<a href="#">Project Hope Ministries</a>	MI	\$88,878	Co-executive Director	\$12,000	<b>\$10,523</b>	2025
<a href="#">Nk Missions Inc</a>	VA	\$89,521	Secretary	\$66,396	<b>\$57,561</b>	2023
<a href="#">Angels' Haven Outreach</a>	CA	\$92,675	Executive Director	\$139,712	<b>\$105,213</b>	2024
<a href="#">Hope In The Night</a>	MN	\$52,078	President	\$12,000	<b>\$10,341</b>	2024
<a href="#">Ukraine Childrens Aid Fund Inc</a>	MD	\$100,435	Managing Dir.	\$99,000	<b>\$80,719</b>	2024
<a href="#">World Share Usa</a>	CA	\$100,888	President	\$43,000	<b>\$32,382</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Funds For The Missions Inc</a>	TX	\$103,696	Chief Executive Officer	\$6,470	<b>\$5,811</b>	2023
<a href="#">Destined For Grace Children's Relief</a>	CA	\$104,521	Ceo	\$119,710	<b>\$87,826</b>	2025
<a href="#">Worldhope Corps Inc</a>	CA	\$104,857	Exec Director	\$24,000	<b>\$18,607</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 19 organizations. Compensation range \$2,130–\$105,213; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$72,845); for reference, expenses \$92,076 and assets \$-19,231.

**ROLE MATCH** Rev W Sellers, reported title "*Exe Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>58<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>53<sup>rd</sup></b>
Reportable pay only (column D), adjusted	<b>58<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>58<sup>th</sup></b>

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

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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 W Sellers) 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 19 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,004 is reasonable (approximately the 58<sup>th</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.