

Donnie Moore Ministries Inc

Executive Director / CEO

EIN 680211082
 CA · NTEE Z99Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Cynthia Moore, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

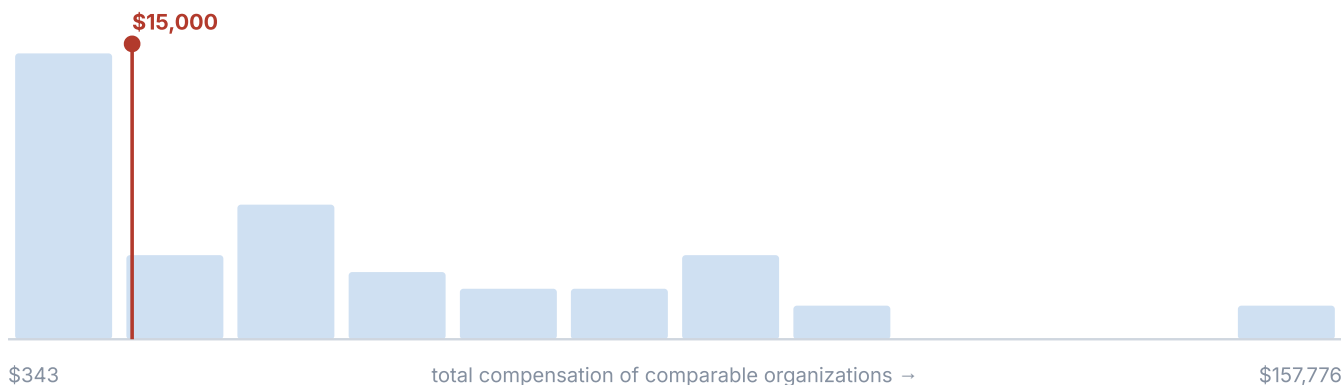
Benchmarked executive: Cynthia Moore — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99Z).
BUDGET	Total revenue between \$60,864 and \$136,263 — 0.67x to 1.50x the subject's \$90,842 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,050	\$10,482	\$28,172	\$64,726	\$87,897	\$15,000
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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 CA 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
Dauphin Island Foundation	AL	\$91,410	Assistant Sec.&trea.	\$14,560	\$17,238	2025
Astoria Senior Center	OR	\$89,820	Executive Director	\$52,354	\$54,689	2024
Hebrew Free Loan Of New Jersey Inc	NJ	\$89,472	Assistant Treasurer	\$34,638	\$35,815	2023
Whit Davis Memorial Center Inc	AR	\$92,958	Executive Director	\$21,642	\$28,172	2023
Seagoville Senior Citizens Home Inc	TX	\$93,632	Secretary	\$29,238	\$32,898	2024
Unfettered Mind	CA	\$87,014	Executive Director	\$41,161	\$39,980	2024
Liberty Place Inc	KS	\$95,020	Exec Directo	\$5,992	\$7,281	2024
Boardwalk Estates Inc	KS	\$95,991	Exec Directo	\$5,992	\$7,281	2024
The Griefcare Place Inc	OH	\$97,816	Executive Di	\$4,248	\$5,061	2024
Mennonite Bethesda Society Endowment Foundation Inc	KS	\$82,800	Ceo/treas/sec	\$11,483	\$13,955	2024
Eastern Morrison County 4 Wheeler Club Inc	MN	\$82,610	Pres.	\$500	\$556	2024
Hospitality Maine Education	ME	\$79,145	Secretary	\$18,774	\$21,146	2024
The Tracking Project Inc	NM	\$102,612	President	\$53,500	\$64,726	2024
Burbank Philharmonic Orchestra	CA	\$77,408	Conductor & Music Director	\$11,050	\$10,733	2024
Sjfb Foundation For Agricultural	CA	\$104,648	Executive Director	\$10,482	\$10,482	2023
Pathfinder Plaza Inc	AR	\$76,877	Executive Director	\$21,642	\$28,172	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Politics & Society Inc	NC	\$76,484	Secretary	\$36,621	\$41,466	2025
Jason Motte Foundation Inc	AZ	\$75,988	Secretary	\$35,000	\$37,863	2024
Elk City High School Alumni Foundation	OK	\$75,574	Trustee/ Treas	\$6,650	\$8,237	2024
The Swedish Finn Historical Society	WA	\$73,835	Executive Director	\$102,041	\$102,764	2024
1010 Development Corporation	CA	\$107,993	President & Ceo	\$150,000	\$145,697	2024
Columbia Arms Inc	NJ	\$109,494	Chairman	\$66,600	\$66,887	2024
National Executive Institute Associates	VA	\$71,011	Treasurer	\$2,000	\$2,236	2023
Machzikei Torah Usa Inc	NY	\$70,717	President	\$4,264	\$4,334	2024
Baykids	CA	\$70,100	Executive Direc	\$66,625	\$66,625	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	49 organizations. Compensation range \$343–\$157,776; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$90,842); for reference, expenses \$104,387 and assets \$385,092.
ROLE MATCH	Cynthia Moore, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	37 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	20 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 (Cynthia Moore) 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 49 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 37th 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.