

Kingdom Of Grace Ministries

Executive Director / CEO

EIN 721609643
 CA · NTEE X20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Gary Paltridge, Executive Director / CEO** (\$56,950) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

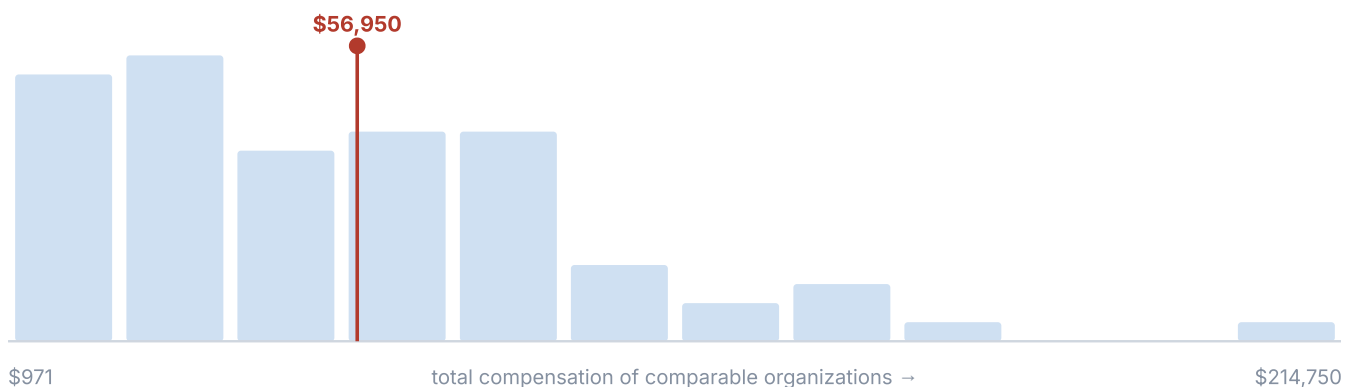
Benchmarked executive: Gary Paltridge — reported title “CEO & Senior Pastor”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$138,663 and \$310,441 — 0.67x to 1.50x the subject's \$206,961 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + CA + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography → **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,914	\$20,850	\$49,966	\$76,691	\$103,989	\$56,950
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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
Centro De Vida International Church Movement	CA	\$207,485	Secretary	\$21,000	\$20,398	2024
Bible Translation Fellowship	CA	\$202,584	President And Board Member	\$123,743	\$120,193	2024
Hart Ministries	CA	\$212,140	Chairman	\$13,000	\$12,627	2024
The Bonhoeffer Project	CA	\$201,512	Board Member	\$55,300	\$53,713	2024
The Well Inc	CA	\$201,261	Ceo & Exec D	\$3,750	\$3,642	2024
Missionaries To Ministers	CA	\$201,142	President/treasurer	\$145,919	\$145,919	2023
Arborspring Retreat House	CA	\$213,572	President & Chair	\$82,013	\$79,660	2024
Fathers Touch Ministries Inc	CA	\$214,121	President	\$90,000	\$87,418	2024
Espada De Dos Filos Ministerios Ebenezer	CA	\$214,423	Chief Executive Officer	\$72,000	\$69,934	2024
Solid Rock Apostolic And Prophetic	CA	\$214,546	Ceo	\$78,000	\$75,762	2024
Amp Ministries Inc	CA	\$199,348	President	\$72,000	\$69,934	2024
Global Companions International Inc	CA	\$198,443	Ceo	\$1,000	\$971	2024
Shema Center For Christian Formation	CA	\$215,497	Ceo	\$104,400	\$101,405	2024
That Day	CA	\$197,109	President	\$214,750	\$214,750	2023
Calvary Way Ministries Inc	CA	\$218,215	President	\$142,761	\$138,665	2024
Loving And Leading Others	CA	\$222,844	Executive Director	\$45,000	\$43,709	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wixim Ministries Inc	CA	\$223,081	President	\$85,500	\$83,047	2024
Adullam Church	CA	\$189,702	President	\$51,200	\$49,731	2024
Iglesia Del Dios Vivo El Buen Pastor San Jose Ca	CA	\$188,678	Ceo	\$27,560	\$26,769	2024
Milal Mission In Northern California	CA	\$188,203	Chairman	\$57,780	\$57,780	2023
Cyrus Ministries	CA	\$226,444	Ceo	\$21,000	\$21,000	2023
Good Dirt Coalition	CA	\$187,277	Ceo	\$26,500	\$26,500	2023
Keith Hudson Ministries Inc	CA	\$227,611	President	\$8,862	\$8,862	2023
The Shepherds Light	CA	\$229,831	President	\$20,300	\$20,300	2023
Unity Mission International	CA	\$183,942	Ceo	\$48,000	\$46,623	2024

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	72 organizations. Compensation range \$971–\$214,750; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$206,961); for reference, expenses \$191,003 and assets \$401,565.
ROLE MATCH	Gary Paltridge, reported title <i>"CEO & Senior Pastor"</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	57 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	57 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 (Gary Paltridge) 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 72 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,950 is reasonable (approximately the 57th 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.