

Wells Ministries Inc Db a Kids N Missions

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Elton Wells, Executive Director / CEO** (\$18,337) against **every comparable organization** that fit the selection criteria — **304** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

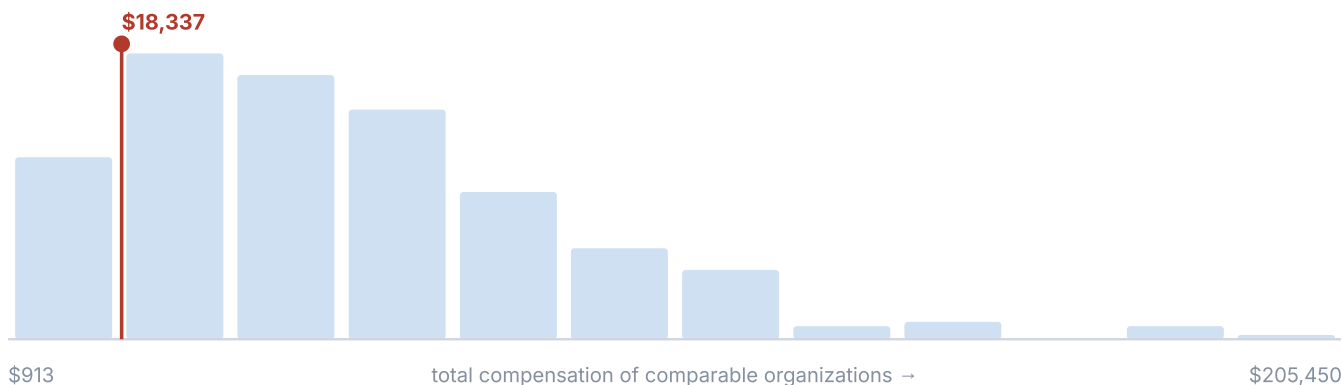
Benchmarked executive: Elton Wells — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$152,205 and \$340,759 — 0.67x to 1.50x the subject's \$227,173 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

304 organizations qualified on sector, size, and geography → **304** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,599	\$27,882	\$46,286	\$73,354	\$101,561	\$18,337
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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 OK 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
Friend Of God Ministries Inc	MS	\$227,370	Director	\$39,000	\$39,447	2024
Joshua Revolution	NY	\$227,421	President	\$5,035	\$4,254	2023
Nashville Fellows Program Inc	TN	\$227,608	Executive Director	\$80,000	\$78,623	2023
Jehovah Jireh Ministries Of West Mi	MI	\$226,647	Executive Di	\$69,810	\$63,751	2025
New Fire For Christ	VA	\$226,485	President	\$130,667	\$117,962	2023
Clay Music	CA	\$227,900	President	\$62,400	\$48,934	2024
Grace Line Inc	TX	\$227,973	President	\$108,944	\$98,969	2024
Washington Deliverance Evangelistic	MD	\$228,250	President	\$73,738	\$64,456	2023
Society Of The Good Shepherd	PA	\$228,690	Vp	\$4,400	\$3,985	2024
International Biblical Training Inc	GA	\$229,046	President	\$80,877	\$76,033	2023
Iglesia De Dios Jehova Proveer	PA	\$230,011	Senior Pastor	\$69,000	\$64,335	2023
Greenview Madani Center Inc	GA	\$224,036	Director	\$36,400	\$33,238	2024
Agape Source Inc	FL	\$223,787	President	\$29,718	\$25,354	2024
Movement International	MI	\$230,574	Ceo And President	\$32,400	\$31,268	2023
Jwb Ministries Inc	TX	\$230,621	President	\$42,789	\$40,019	2023
Assembly Of God Hope And Life	VA	\$230,783	President	\$57,200	\$53,755	2022
Ed Lacy Ministries Inc	AL	\$230,847	President	\$65,728	\$64,486	2024
Care Corps International Inc	CA	\$222,906	Exec Dir	\$84,000	\$65,872	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christian World Missions	MS	\$231,484	Executive Director	\$20,799	\$21,658	2023
Ambush Ministries Inc	WY	\$222,842	President	\$82,200	\$77,876	2025
Firm Foundation Ministries Inc	KS	\$222,637	President	\$48,030	\$48,515	2023
House Revival Ministries Inc	GA	\$231,858	President	\$22,570	\$21,218	2023
The Spirit Of Elijah Ministries International	TX	\$222,082	Executive Director	\$133,883	\$121,624	2024
Evangelization Society Of Phila	PA	\$232,492	President	\$119,200	\$105,169	2025
Ministerio Gloria De Sion Inc	CA	\$221,690	President	\$36,000	\$29,065	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	304 organizations. Compensation range \$913–\$205,450; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$227,173); for reference, expenses \$228,363 and assets \$106,967.
ROLE MATCH	Elton Wells, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	14 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	13 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 (Elton Wells) 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 304 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,337 is reasonable (approximately the 14th 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.