

# Windows To The Divine

Executive Director / CEO

EIN 742861930

CO · NTEE X99I

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shannon Robinson, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **80** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Shannon Robinson — 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 (X99I).

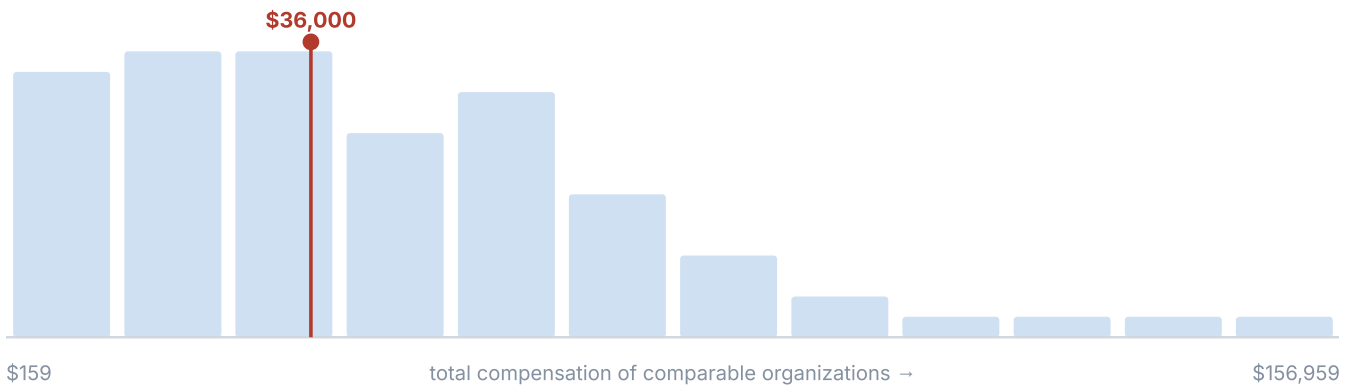
**BUDGET** Total revenue between \$82,909 and \$185,619 — 0.67x to 1.50x the subject's \$123,746 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

**80** organizations qualified on sector, size, and geography

→ **80** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,252	\$20,229	\$38,680	\$60,641	\$83,199	\$36,000
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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 CO 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="#">Charis Foundation For New Monasticism &amp; Interspirituality</a>	NM	\$121,147	President, Director Of Keating-schachter Center	\$50,800	<b>\$55,347</b>	2024
<a href="#">This Redeemed Life</a>	TX	\$120,165	President	\$33,815	<b>\$34,264</b>	2024
<a href="#">Women's Circle Inc</a>	FL	\$119,472	Director	\$72,000	<b>\$70,539</b>	2023
<a href="#">Mt Zion Pentecostal Churches Of God</a>	NJ	\$119,356	President	\$28,600	<b>\$27,723</b>	2022
<a href="#">Movement Day Greater Dallas</a>	TX	\$128,186	Executive Dir.	\$21,300	<b>\$21,583</b>	2024
<a href="#">Grad Resources</a>	TX	\$117,974	Chairman	\$72,000	<b>\$72,956</b>	2024
<a href="#">Wine Women In The New Evangelization</a>	MN	\$130,747	Secretary & Treasurer	\$13,000	<b>\$13,012</b>	2024
<a href="#">Church United</a>	CA	\$116,515	Vice President	\$45,000	<b>\$39,361</b>	2024
<a href="#">Get The Word Out Inc</a>	CO	\$115,218	President	\$41,670	<b>\$40,474</b>	2024
<a href="#">Africa Church-planting &amp; Training In Vocational Ed</a>	IN	\$133,020	Executive Director	\$19,350	<b>\$20,670</b>	2024
<a href="#">New Wilderness Adventures</a>	NC	\$133,340	Exec Director	\$23,500	<b>\$24,597</b>	2024
<a href="#">Highlands Mission Cooperative Inc</a>	GA	\$133,892	President & Ceo	\$26,500	<b>\$27,788</b>	2023
<a href="#">Mahayogi Yoga Mission Inc</a>	NY	\$113,198	President	\$5,000	<b>\$4,712</b>	2023
<a href="#">Heavenly Grace Ministries Inc</a>	NY	\$113,062	President	\$33,000	<b>\$30,206</b>	2024
<a href="#">Camp Gilead Bible Camp</a>	OH	\$134,761	President	\$6,200	<b>\$6,848</b>	2023
<a href="#">Danny Oertli Ministries Inc</a>	CO	\$109,813	President	\$57,126	<b>\$57,126</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Barbara Yandell Ministries</a>	TX	\$108,559	Pres. & Rev.	\$58,636	<b>\$59,415</b>	2024
<a href="#">Gospel Carrier International Inc</a>	MD	\$139,487	Executive Director	\$85,053	<b>\$82,927</b>	2023
<a href="#">South Mountain Family Camp</a>	NC	\$105,983	Executive Director	\$18,063	<b>\$18,906</b>	2024
<a href="#">Ross Family Ministries</a>	NC	\$105,754	President	\$62,500	<b>\$67,349</b>	2023
<a href="#">Prf Teaching Ministry</a>	AL	\$141,919	Board Chair And Executive Director	\$40,051	<b>\$43,830</b>	2024
<a href="#">Pearce Foundation Inc</a>	IL	\$143,244	Director	\$2,263	<b>\$2,254</b>	2024
<a href="#">Inner Vision Spiritual Life Maintenance Inc</a>	MD	\$102,772	President	\$18,635	<b>\$17,648</b>	2024
<a href="#">G3 Experience Inc</a>	TX	\$102,448	President	\$54,000	<b>\$56,333</b>	2023
<a href="#">Firstlight International</a>	PA	\$101,654	President	\$17,280	<b>\$17,455</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	<b>80</b> organizations. Compensation range \$159–\$156,959; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$123,746); for reference, expenses \$753,095 and assets \$77,333. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Shannon Robinson, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	49 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	50 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	46 <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 (Shannon Robinson) 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 80 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 49<sup>th</sup> 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.