

Mountaintop Ministries

Executive Director / CEO

EIN 742977773
 TX · NTEE X192
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Chad Overman, Executive Director / CEO** (\$10,946) against **every comparable organization** that fit the selection criteria — **150** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 31st percentile of comparable organizations

within the typical range

Benchmarked executive: Chad Overman — reported title “VICE PRESIDE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (X192).

BUDGET Total revenue between \$31,698 and \$70,966 — 0.67x to 1.50x the subject's \$47,311 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

150 organizations qualified on sector, size, and geography → **150** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$3,568	\$8,308	\$20,040	\$36,567	\$65,800	\$10,946
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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 TX 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
Planted International Inc	AL	\$47,225	President	\$42,000	\$45,360	2024
Charitable Ministry Support Inc	FL	\$47,146	President/director	\$46,702	\$43,859	2024
Ignite Ministries	TX	\$47,088	Executive Di	\$32,819	\$32,819	2024
Pho Mon Buddhist Temple Of Siouxland	IA	\$47,667	President	\$3,000	\$3,284	2024
Teach All Nations Inc	PA	\$46,687	President	\$898	\$895	2024
Bozrah International Ministries Inc	CT	\$46,666	Executive Director	\$1,020	\$984	2023
Chelm Family Foundation	OH	\$46,662	Treasurer Thru 9/6/22	\$40,331	\$43,964	2023
Greater Tree Of Life Missionary Baptist Church	MI	\$46,385	Pastor	\$17,650	\$18,750	2023
Little Way Messengers Inc	GA	\$46,210	President An	\$132,000	\$132,683	2024
Double Honor Ministries	OK	\$46,154	Executive Director	\$65,000	\$71,552	2024
Mission Hope International	HI	\$45,766	President	\$13,194	\$12,158	2023
Dong Wha Sa Inc	GA	\$48,872	Ceo	\$3,600	\$3,619	2024
Calvary Chapel Santa Paula	CA	\$45,689	President	\$29,400	\$25,379	2024
Cpc Prescott Holding Co	AZ	\$48,943	Executive Dir.	\$6,188	\$5,949	2024
Praise Unlimited - Wayne West Ministries Inc	PA	\$45,644	President	\$15,000	\$15,395	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Winner's Circle International Inc	LA	\$49,006	President	\$41,000	\$46,466	2023
St Vincent Ferrer Foundation Of Texas	TX	\$49,013	Executive Director	\$25,200	\$24,550	2025
The Edge Ministries Inc	IL	\$45,523	Manager	\$7,090	\$6,968	2024
Free In Christ Prison Ministries Inc	NC	\$49,101	President	\$21,600	\$22,312	2024
Interfaith Action Of Greater Saint Paul	MN	\$45,113	Ceo Of Interfaith Action Of Greater St. Paul	\$8,340	\$8,026	2025
Dominic Galati Jr Ministries	WI	\$49,839	President	\$6,915	\$7,220	2024
Masters Harvest	TX	\$44,687	President	\$22,770	\$23,443	2023
True Buddha Dharma Academy	CA	\$50,059	Cfo	\$1,000	\$863	2024
Inter Mirifica Inc	IN	\$44,558	President	\$63,489	\$65,206	2025
Fruit Bearing Ministries Of Durham	NC	\$44,247	President/se	\$5,000	\$5,165	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 150 organizations. Compensation range \$1–\$505,207; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$47,311); for reference, expenses \$75,054 and assets \$42,306. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

weigh the expense-based view.

ROLE MATCH	Chad Overman, reported title "VICE PRESIDE", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	31 st
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	27 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 (Chad Overman) 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 150 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,946 is reasonable (approximately the 31st 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.