

Native Missionary Movement

Executive Director / CEO

EIN 752935596

TX · NTEE X03

FY ending 2024-04-30

June 9, 2026

This analysis benchmarks the total compensation of **Chacko Joy Punnoose, Executive Director / CEO** (\$22,560) against **every comparable organization** that fit the selection criteria — **1531** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Chacko Joy Punnoose — reported title “President and Board Member”, 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 (X03).
BUDGET	Total revenue between \$129,543 and \$290,022 — 0.67x to 1.50x the subject's \$193,348 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

1,531 organizations qualified on sector, size, and geography → **1,531** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$12,651	\$25,581	\$45,769	\$75,743	\$106,028	\$22,560
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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
Hatfield Jame Masjid	PA	\$193,460	Imam	\$66,000	\$65,797	2024
The Holy Orthodox Order Of Saint George	CT	\$193,510	President	\$15,000	\$14,475	2023
St Luke Missionary Baptist Church Of Narcoossee Inc	FL	\$193,514	Pastor	\$33,945	\$31,057	2025
Hilltop Children's House	OH	\$193,746	President	\$27,475	\$29,951	2023
Beachglass Ministries Inc	WI	\$193,840	Chairman, President, Exec. Dir.	\$116,123	\$121,237	2024
Encircled	MN	\$193,849	Executive Dir.	\$83,537	\$82,518	2024
Brent Gambrell Ministries	TN	\$192,827	President	\$47,702	\$51,606	2023
Dharmadatta Community	NY	\$194,055	President	\$24,398	\$22,040	2024
Hillel The Foundation For Jewish Campus Life	VA	\$192,633	Executive Director	\$108,000	\$104,246	2024
Wesley Putnam Ministries	TX	\$192,585	Pres/exec.di	\$160,674	\$160,674	2024
St Paul Missionary Baptist Church	TX	\$194,151	Clerk	\$15,424	\$15,424	2024
Lighthouse Network Inc	CO	\$192,520	President	\$76,928	\$75,920	2023
Vaad Hakashruth Of Kansas City Inc	KS	\$192,474	Executive Director (Term Ended October 2023)	\$51,223	\$56,955	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Equipping Ministries International Inc	OH	\$194,290	Secretary Non Voting	\$20,736	\$21,956	2024
Shine School Partnership	NM	\$194,319	Executive Director (Stepped Down March 2023) And Became Board Member	\$31,083	\$34,408	2023
Honornet Inc	OK	\$192,298	President	\$57,500	\$63,296	2024
Spiritual Innovations Inc	GA	\$194,422	Executive Dir.	\$97,466	\$97,970	2024
Iraqi Christian Relief Council	IL	\$192,230	President	\$79,216	\$77,854	2024
Durango Sangha	CO	\$194,469	Director, Dharma Teacher	\$42,667	\$40,900	2024
Louisville Homeschool Athletics Inc	KY	\$192,028	Secretary	\$8,000	\$8,846	2023
Turning The Hearts Ministries	WA	\$191,933	President	\$78,560	\$70,313	2024
Mary Lay Center	OH	\$191,900	Director	\$10,534	\$10,866	2025
Galilee Missionary Baptist Church Of Dubberly Inc	LA	\$191,789	President	\$30,250	\$33,299	2024
Westminster Christian Fellowship Inc	GA	\$194,936	Director	\$124,158	\$128,486	2023
Sonlife Classic Nfp	IL	\$194,957	Executive Director	\$21,108	\$20,745	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	1531 organizations. Compensation range \$56–\$473,127; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$193,348); for reference, expenses \$205,780 and assets \$59,003.
ROLE MATCH	Chacko Joy Punnoose, reported title " <i>President and Board Member</i> ", 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	50 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	41 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	0 th
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 (Chacko Joy Punnoose) 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 1531 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$22,560 is reasonable (approximately the 21st 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.