

Bible Explorations Inc

Executive Director / CEO

EIN 770369183

CA · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sandy Clark, Executive Director / CEO** (\$79,000) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

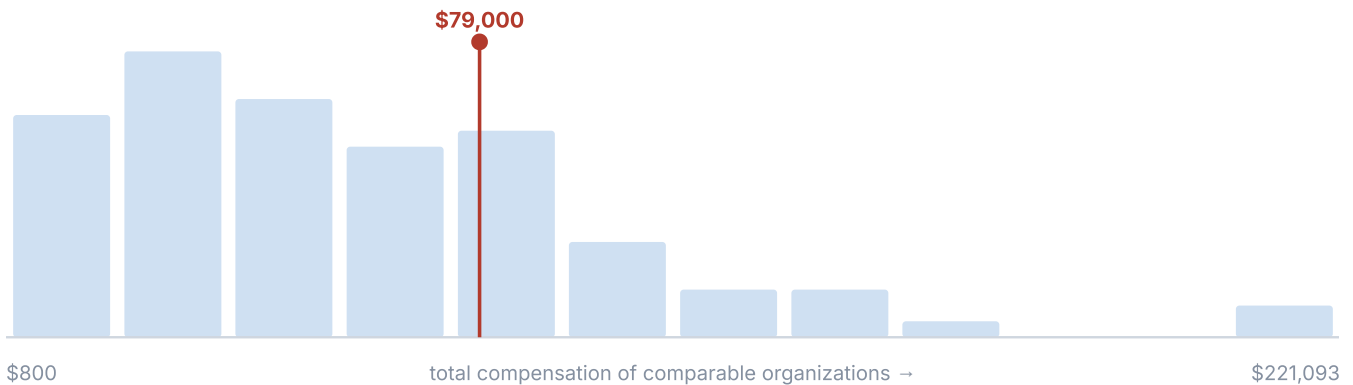
Benchmarked executive: Sandy Clark — reported title “SECRETARY/TRES”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (X20).
- BUDGET** Total revenue between \$160,513 and \$359,359 — 0.67x to 1.50x the subject's \$239,573 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (X20) + CA + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography → **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,983	\$24,855	\$53,333	\$81,615	\$112,814	\$79,000
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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 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
Bridge Builders Network Inc	CA	\$237,765	Pres	\$24,000	\$24,000	2024
Ministerios Cristianos Fuente De Vida	CA	\$241,988	Ceo	\$18,000	\$18,532	2023
More Than Bread	CA	\$237,002	President	\$77,174	\$77,174	2024
Shapoval Ministries International	CA	\$236,438	Ceo	\$100,000	\$102,954	2023
Mission Ministries Inc	CA	\$236,429	President	\$3,500	\$3,500	2024
Mark Ministries	CA	\$235,394	Director	\$49,200	\$49,200	2024
American Remnant Mission Inc	CA	\$244,446	Executive Director	\$58,120	\$56,622	2025
Recenteredlife	CA	\$244,911	Ceo	\$121,000	\$121,000	2024
Reimagine Group	CA	\$233,673	President	\$24,000	\$24,709	2023
Iglesia De Jesucristo Canaan	CA	\$245,915	President	\$24,000	\$24,000	2024
Calvary Curriculum	CA	\$232,730	President	\$63,250	\$65,118	2023
Restore And Rebuild Ministries Inc	CA	\$232,020	President	\$83,069	\$83,069	2024
Bridges To The Nations	CA	\$231,458	President	\$72,276	\$72,276	2024
Casa De Fe Bakersfield	CA	\$231,329	President	\$25,000	\$25,000	2024
The Shepherds Light	CA	\$229,831	President	\$20,300	\$20,900	2023
Keith Hudson Ministries Inc	CA	\$227,611	President	\$8,862	\$9,124	2023
Cyrus Ministries	CA	\$226,444	Ceo	\$21,000	\$21,620	2023
Wixim Ministries Inc	CA	\$223,081	President	\$85,500	\$85,500	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Loving And Leading Others	CA	\$222,844	Executive Director	\$45,000	\$45,000	2024
Submerge Church	CA	\$259,705	Main Chair	\$76,020	\$76,020	2024
Warm An Loving Ministries Inc	CA	\$260,600	President	\$130,000	\$133,840	2023
Kamlim Mission Center	CA	\$260,624	Ceo/pastor	\$18,000	\$18,000	2024
Calvary Way Ministries Inc	CA	\$218,215	President	\$142,761	\$142,761	2024
Maverick River Collective	CA	\$262,300	President	\$89,500	\$89,500	2024
Dennis Agajanian Ministries Inc	CA	\$262,954	President & Ceo	\$99,473	\$102,411	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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	87 organizations. Compensation range \$800–\$221,093; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$239,573); for reference, expenses \$231,342 and assets \$41,399.
ROLE MATCH	Sandy Clark, reported title " <i>SECRETARY/TRES</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.
OUTLIERS	2 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	74 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	74 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 (Sandy Clark) 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 87 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,000 is reasonable (approximately the 74th 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.