

Camp Gilead Bible Camp

Executive Director / CEO

EIN 800254763

OH · NTEE X99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bill Mccoy, Executive Director / CEO** (\$6,200) against **every comparable organization** that fit the selection criteria — **93** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Bill Mccoy — 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 (X99).

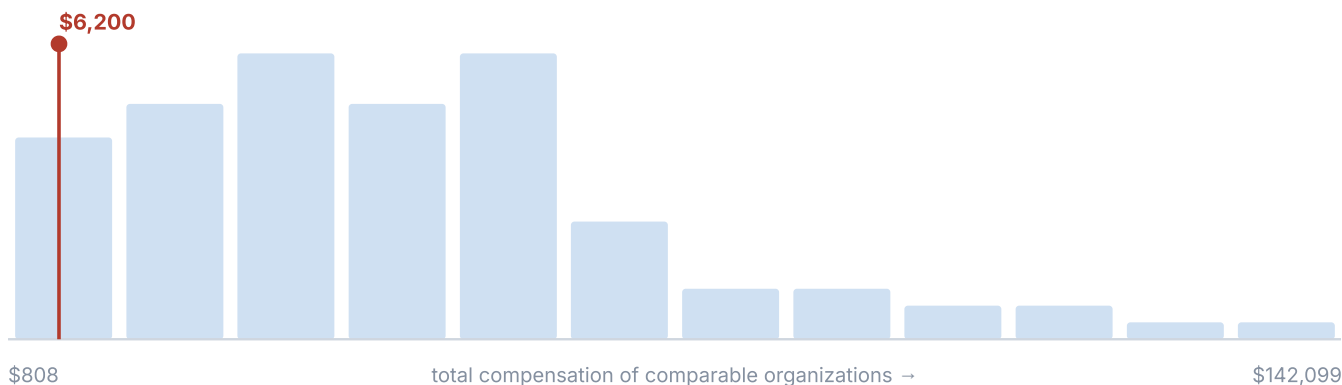
BUDGET Total revenue between \$90,289 and \$202,141 — 0.67x to 1.50x the subject's \$134,761 (the band tightens as size grows).

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

93 organizations qualified on sector, size, and geography

→ **93** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,311

\$22,268

\$37,562

\$54,468

\$77,043

\$6,200



● 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 OH 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
Highlands Mission Cooperative Inc	GA	\$133,892	President & Ceo	\$26,500	\$25,157	2023
New Wilderness Adventures	NC	\$133,340	Exec Director	\$23,500	\$22,268	2024
Africa Church-planting & Training In Vocational Ed	IN	\$133,020	Executive Director	\$19,350	\$18,713	2024
Wine Women In The New Evangelization	MN	\$130,747	Secretary & Treasurer	\$13,000	\$11,780	2024
Gospel Carrier International Inc	MD	\$139,487	Executive Director	\$85,053	\$75,076	2023
Movement Day Greater Dallas	TX	\$128,186	Executive Dir.	\$21,300	\$19,540	2024
Prf Teaching Ministry	AL	\$141,919	Board Chair And Executive Director	\$40,051	\$39,680	2024
Pearce Foundation Inc	IL	\$143,244	Director	\$2,263	\$2,040	2024
Windows To The Divine	CO	\$123,746	President	\$36,000	\$32,592	2023
Ignition Point Ministries Inc	FL	\$145,924	President	\$72,277	\$62,267	2024
Boston Collaborative Inc	MA	\$146,727	Executive Director	\$101,250	\$83,439	2024
The Opened Bible Academy	TX	\$147,364	Secretary	\$71,875	\$67,882	2023
Charis Foundation For New Monasticism & Interspirituality	NM	\$121,147	President, Director Of Keating-schachter Center	\$50,800	\$50,107	2024
Mission Life Inc	FL	\$149,174	Ceo/founder	\$18,308	\$15,773	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Share All Our Blessings Inc	FL	\$149,276	President Secretary Director	\$72,000	\$62,028	2024
This Redeemed Life	TX	\$120,165	President	\$33,815	\$31,020	2024
Women's Circle Inc	FL	\$119,472	Director	\$72,000	\$63,861	2023
Mt Zion Pentecostal Churches Of God	NJ	\$119,356	President	\$28,600	\$25,098	2022
Emmanuel Missionary Institute Inc	MD	\$151,000	President	\$85,090	\$72,954	2024
Grad Resources	TX	\$117,974	Chairman	\$72,000	\$66,049	2024
Church United	CA	\$116,515	Vice President	\$45,000	\$35,635	2024
Louder Than Words Ministries	NC	\$153,970	Executive Director	\$32,400	\$30,701	2024
Get The Word Out Inc	CO	\$115,218	President	\$41,670	\$36,642	2024
Perkins Partnership Ministries	TX	\$155,829	President	\$33,000	\$30,272	2024
Aasha India	UT	\$155,990	Dir Of Opera	\$7,427	\$6,971	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 93 organizations. Compensation range \$808–\$142,099; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$134,761); for reference, expenses \$162,319 and assets \$2,873.

ROLE MATCH	Bill Mccoy, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	4 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 (Bill Mccoy) 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 93 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,200 is reasonable (approximately the 5th 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.