

Katartismos Global Inc

Executive Director / CEO

EIN 810909548

VA · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brenda Dobbs, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **864** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Brenda Dobbs — reported title “Office Manager”, 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 \$148,432 and \$332,311 — 0.67x to 1.50x the subject's \$221,541 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

864 organizations qualified on sector, size, and geography → **864** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,857

\$27,860

\$51,295

\$86,060

\$120,876

\$12,000



■ 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 VA 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
Trinity World Missions Inc	NC	\$221,527	President	\$36,000	\$38,525	2024
Footsteps Experience Inc	CO	\$221,637	President	\$75,000	\$74,482	2024
Women In Ministry Conference Inc	GA	\$221,684	Executive Director	\$6,000	\$6,248	2024
Als Family Of Faith	AZ	\$221,726	Director	\$27,001	\$26,894	2024
Cityforce Inc	CO	\$221,350	President	\$90,000	\$92,018	2023
Canyon Pathways	TX	\$221,774	Executive Director	\$117,217	\$121,438	2024
Spirit And Truth	OH	\$221,152	President	\$91,500	\$100,371	2024
Joy Ministries Corp	KY	\$221,039	Director Crc	\$24,000	\$26,705	2024
Training The Nationals	NY	\$222,208	President	\$27,600	\$25,830	2024
Ancient Paths Inc	FL	\$220,675	President	\$39,200	\$39,266	2023
New Hope For The World	WA	\$220,597	Ceo	\$8,232	\$7,858	2023
Hope For The Home Ministries	TX	\$222,545	President	\$49,225	\$50,998	2024
Patriarch Tikhon Russian-american Music	FL	\$222,754	Ceo	\$50,000	\$48,647	2024
Inner-city Movement Inc	PA	\$222,799	Chair	\$41,000	\$43,596	2023
5g Reformation Ministries	TX	\$220,267	President	\$46,665	\$48,345	2024
Habit Missions Ministry Inc	NC	\$222,839	Ministry Director	\$63,567	\$70,035	2023
Loving And Leading Others	CA	\$222,844	Executive Director	\$45,000	\$40,244	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bold Ventures	OR	\$220,166	President	\$33,000	\$32,677	2023
Rpm Ministries Inc	GA	\$222,916	Ceo And Director	\$30,000	\$32,164	2023
Wixim Ministries Inc	CA	\$223,081	President	\$85,500	\$76,464	2024
Hope Forest Inc	ND	\$219,737	President	\$25,000	\$29,253	2023
Jimmy Jack Ministries Inc	NY	\$219,646	President	\$1,700	\$1,638	2023
Faith Victory Ministries International Inc	IL	\$223,495	President	\$28,970	\$29,497	2024
Bridge Steps Inc	NE	\$223,504	President	\$7,000	\$7,597	2025
Promise Housing Plus	KY	\$219,504	President	\$33,654	\$37,447	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	864 organizations. Compensation range \$58–\$490,164; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$221,541); for reference, expenses \$253,951 and assets \$51,500.
ROLE MATCH	Brenda Dobbs, reported title " <i>Office Manager</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	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	9 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 (Brenda Dobbs) 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 864 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 9th 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.