

R C Blakes Ministries Incorporated

Executive Director / CEO

EIN 812961170

TX · NTEE P40

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Robert C Blakes, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **190** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

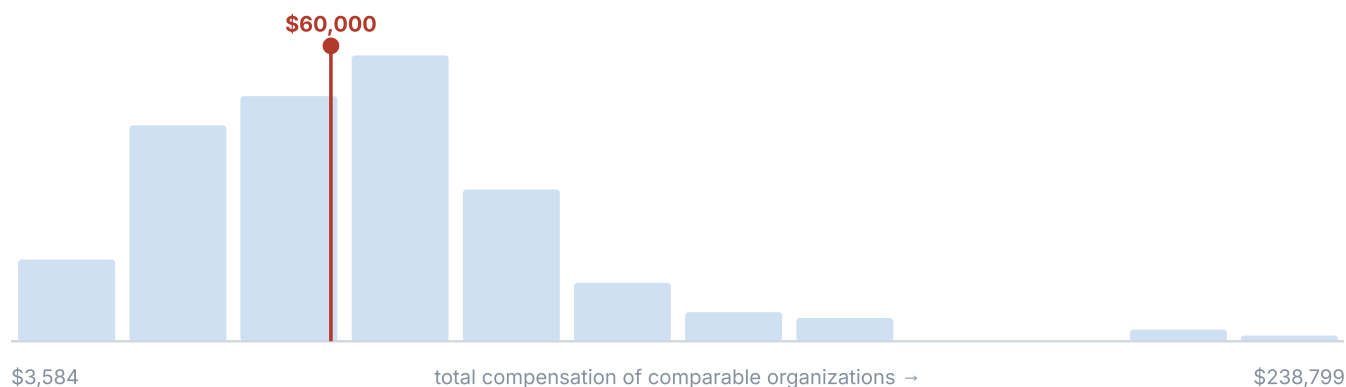
Benchmarked executive: Robert C Blakes — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$323,495 and \$724,243 — 0.67x to 1.50x the subject's \$482,829 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

190 organizations qualified on sector, size, and geography → **190** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,808	\$42,062	\$63,722	\$82,094	\$102,886	\$60,000
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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 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
Pennsylvania Sibling Support Network Inc	PA	\$483,541	President	\$158,137	\$153,587	2025
Family Guidance Center Inc	NC	\$476,405	Executive Director	\$61,606	\$63,636	2024
Kansas Family Advisory Network	KS	\$472,883	Executive Director / Presi	\$85,687	\$90,156	2025
Family Place Of Transylvania County	NC	\$493,141	Director	\$60,000	\$63,807	2023
Pregnancy Ministries Inc	PA	\$493,795	Executive Di	\$59,045	\$58,863	2024
Show And Tell Corporation	CO	\$493,886	Executive Dir.	\$88,823	\$87,659	2023
Vicksburg Family Development	MS	\$495,517	Director	\$53,550	\$59,623	2024
Chicks In Crisis Inc	CA	\$495,744	President & Ceo	\$105,000	\$88,303	2025
Many Mothers Inc	NM	\$469,456	Executive Dir	\$75,655	\$81,346	2024
99 Balloons Inc	AR	\$496,340	Executive Director	\$38,491	\$43,252	2024
Next Step Pregnancy Services	WA	\$468,143	Executive Dir.	\$84,000	\$75,182	2024
Silicon Valley Jiaren Association	CA	\$497,896	President	\$80,329	\$71,391	2023
Family Promise Lehigh Valley	PA	\$499,771	Executive Dir.	\$80,935	\$78,606	2025
Insight Womens Center Inc	KS	\$499,979	Executive Direc	\$76,389	\$84,937	2023
Colorado Ethiopian Community	CO	\$500,783	Executive President	\$47,835	\$47,208	2023
Special Parents Information Network	CA	\$500,928	Executive Dir.	\$80,814	\$71,822	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pettis County Community Partnership	MO	\$464,035	Executive Di	\$75,127	\$79,546	2024
Akwaaba Qc	IL	\$463,614	President Ceo	\$130,639	\$128,393	2024
The Pregnancy & Family Life Center	FL	\$462,110	Executive Dir.	\$65,445	\$61,461	2024
Hope Centers United	CA	\$505,496	Executive Dir.	\$57,763	\$49,863	2024
Lighthouse Ministries Of Canton	OH	\$457,609	Executive Director	\$67,692	\$71,674	2024
First Born Program Of Los Alamos	NM	\$508,891	Program Manager	\$55,052	\$59,193	2024
Feusa Inc	DC	\$508,920	President, Director	\$53,400	\$48,229	2023
Sponsored By Grace Inc	FL	\$509,589	Director	\$91,456	\$85,889	2024
Black Mothers In Power	DE	\$453,857	Director	\$90,426	\$88,514	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	190 organizations. Compensation range \$3,584–\$238,799; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$482,829); for reference, expenses \$469,719 and assets \$190,632.
ROLE MATCH	Robert C Blakes, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	46 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	44 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 (Robert C Blakes) 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 13, 2026, comparing compensation against 190 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 46th 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 13, 2026.