

Gathering Of Men Inc

Executive Director / CEO

EIN 813112740

TX · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Roger Wernette, Executive Director / CEO** (\$129,840) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

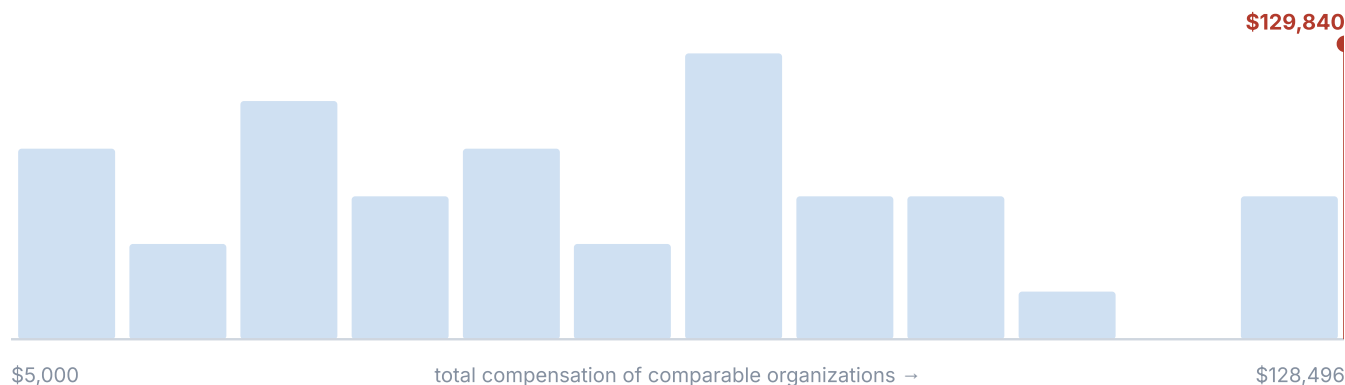
Benchmarked executive: Roger Wernette — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$250,527 and \$560,881 — 0.67x to 1.50x the subject's \$373,921 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99) + TX + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,129	\$32,250	\$56,110	\$77,173	\$98,247	\$129,840
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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
Turn Ministries	TX	\$373,296	Ceo	\$34,269	\$34,269	2024
Tina P Williams Ministries Inc	TX	\$375,337	Director	\$5,000	\$5,000	2024
Abrahamic House	TX	\$370,421	Chairman	\$120,000	\$120,000	2024
Segera Mission Inc	TX	\$379,194	President, Executive Direc	\$10,249	\$10,249	2024
Days Of Grace Kids Care Inc	TX	\$364,125	Co-director	\$38,400	\$39,534	2023
Sherman Aten Ministries Inc	TX	\$353,663	President	\$96,015	\$93,540	2025
Freedom In Christ Residential Centers	TX	\$351,232	Executive Director	\$41,400	\$42,623	2023
National Missionary Baptist Convention Of America Dallas	TX	\$397,339	Director And President	\$52,500	\$54,051	2023
Princess Promise Inc	TX	\$347,092	President	\$30,000	\$30,000	2024
West Texas Gospel Ministries To Children Inc	TX	\$403,987	General Director	\$84,448	\$84,448	2024
Ten 24 Inc	TX	\$342,607	President	\$68,255	\$70,271	2023
Damascus Road Collaborative Inc	TX	\$405,634	Executive Director Coach	\$49,500	\$49,500	2024
Living Hope Ministries	TX	\$412,506	President/tr	\$77,561	\$77,561	2024
Joel Gregory Ministries	TX	\$418,156	President/di	\$91,371	\$91,371	2024
Mobilize The Church	TX	\$424,863	Ceo	\$124,241	\$124,241	2024
Seek Partners International Inc	TX	\$425,019	President/ceo	\$69,000	\$71,038	2023
Cornerstone Marriage And Family Life Ministries	TX	\$319,894	President	\$128,496	\$128,496	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Right Response Ministries	TX	\$316,802	Treasurer	\$60,410	\$62,194	2023
Nhntx Inc	TX	\$302,451	Executive Dir.	\$77,044	\$77,044	2024
K-nation Group	TX	\$302,088	Ceo	\$100,000	\$102,954	2023
Bsf International Properties Corp	TX	\$300,014	President	\$19,915	\$19,915	2024
Ctw Ministries Inc	TX	\$298,945	Director	\$26,900	\$26,900	2024
Ancora Ministries Inc	TX	\$296,864	Executive Director	\$56,500	\$58,169	2023
Latin American Christian Covenant	TX	\$294,591	President	\$33,000	\$33,000	2024
Poiema Foundation Inc	TX	\$473,946	Executive Di	\$74,138	\$74,138	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	36 organizations. Compensation range \$5,000–\$128,496; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$373,921); for reference, expenses \$402,900 and assets \$266,853.
ROLE MATCH	Roger Wernette, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	97 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 (Roger Wernette) 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 36 similarly situated organizations (Same NTEE sector (X99) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$129,840 is reasonable (approximately the 100th 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.