

# Association Of Hill Country

Executive Director / CEO

EIN 813624929  
 TX · NTEE X20  
 FY ending 2025-08-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Nick Shock, Executive Director / CEO** (\$30,772) against **every comparable organization** that fit the selection criteria — **136** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

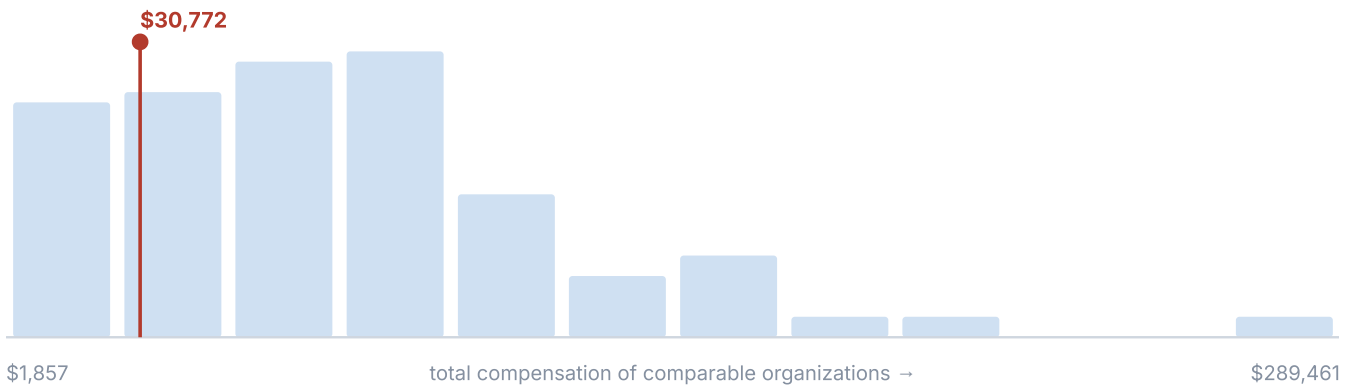
**Benchmarked executive:** Nick Shock — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (X20).
- BUDGET Total revenue between \$175,405 and \$392,698 — 0.67x to 1.50x the subject's \$261,799 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

**136** organizations qualified on sector, size, and geography → **136** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$16,042</b>	<b>\$36,907</b>	<b>\$63,974</b>	<b>\$97,754</b>	<b>\$145,188</b>	<b>\$30,772</b>
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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
<a href="#">The God Of Hope Ministries</a>	TX	\$262,689	President Chaplain	\$97,350	<b>\$102,877</b>	2023
<a href="#">Rehoboth Ministries International Inc</a>	TX	\$262,775	Vice-president	\$23,271	<b>\$24,592</b>	2023
<a href="#">Forge Room Foundation</a>	TX	\$260,498	Ceo	\$162,395	<b>\$166,692</b>	2024
<a href="#">Love The Hub Inc</a>	TX	\$260,307	Executive Di	\$65,000	<b>\$66,720</b>	2024
<a href="#">Fullness Of Glory Ministries</a>	TX	\$263,481	President/di	\$116,574	<b>\$119,658</b>	2024
<a href="#">Worklife Ministry Inc</a>	TX	\$263,832	President & Ceo	\$80,444	<b>\$82,572</b>	2024
<a href="#">Whitefield Project</a>	TX	\$259,137	Director	\$139,542	<b>\$147,465</b>	2023
<a href="#">Fellowship Church Of Texas</a>	TX	\$258,693	Pastor	\$85,550	<b>\$87,814</b>	2024
<a href="#">Make Impact Right Away Corp</a>	TX	\$256,671	Coo	\$84,002	<b>\$88,771</b>	2023
<a href="#">Known Network</a>	TX	\$269,184	Global Field Director	\$25,609	<b>\$26,287</b>	2024
<a href="#">Ronnie Hill Ministries</a>	TX	\$254,218	President	\$187,779	<b>\$198,441</b>	2023
<a href="#">Team Xtreme International</a>	TX	\$269,728	President	\$38,121	<b>\$40,285</b>	2023
<a href="#">David Corn Ministries</a>	TX	\$270,948	President, Evangelist, Youth Speaker	\$59,992	<b>\$63,398</b>	2023
<a href="#">Breath Of The Spirit Ministriesinc</a>	TX	\$251,113	President	\$150,000	<b>\$158,517</b>	2023
<a href="#">Troops Of Saint George</a>	TX	\$273,041	Executive Administrator	\$33,750	<b>\$34,643</b>	2024
<a href="#">Csj Ministries Inc</a>	TX	\$273,373	President	\$20,000	<b>\$20,529</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Call Sign Victor</a>	TX	\$274,201	Executive Director	\$62,886	<b>\$64,550</b>	2024
<a href="#">Revival Mandate International</a>	TX	\$248,144	Executive Dir.	\$119,055	<b>\$122,205</b>	2024
<a href="#">Youth With A Mission South Dallas</a>	TX	\$275,749	President	\$47,881	<b>\$49,148</b>	2024
<a href="#">Cic Mission Inc</a>	TX	\$247,792	President	\$75,633	<b>\$77,634</b>	2024
<a href="#">Power To Live Center</a>	TX	\$247,495	Executive Dir.	\$54,721	<b>\$56,169</b>	2024
<a href="#">Iglesia Cristiana Shekinah</a>	TX	\$276,487	Lead Pastor	\$5,743	<b>\$6,318</b>	2022
<a href="#">Shalom Of Texas Ministries</a>	TX	\$277,641	President	\$121,000	<b>\$124,201</b>	2024
<a href="#">Date Palm Consulting</a>	TX	\$245,162	Key Employee	\$50,095	<b>\$52,939</b>	2023
<a href="#">Sea Of Hope Ministries</a>	TX	\$245,090	President	\$54,000	<b>\$55,429</b>	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 2025 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 136 organizations. Compensation range \$1,857–\$289,461; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$261,799); for reference, expenses \$273,635 and assets \$205,626.

**ROLE MATCH** Nick Shock, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	20 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	28 <sup>th</sup>
All sources (D + E + F), adjusted	18 <sup>th</sup>

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 (Nick Shock) 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 136 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,772 is reasonable (approximately the 20<sup>th</sup> 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.