

# Generation Why Co

Executive Director / CEO

EIN 814180889  
 OK · NTEE X20  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Jordan Miller, Executive Director / CEO** (\$82,650) against **every comparable organization** that fit the selection criteria — **226** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Jordan Miller — 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 (X20).
BUDGET	Total revenue between \$76,075 and \$170,317 — 0.67x to 1.50x the subject's \$113,545 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

**226** organizations qualified on sector, size, and geography → **226** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,635	\$14,672	\$29,464	\$49,416	\$75,819	<b>\$82,650</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 OK 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="#">Beneath The Shade</a>	OH	\$113,486	Executive Dir.	\$79,000	<b>\$78,232</b>	2023
<a href="#">Freeland Ministries Inc</a>	TX	\$113,610	President	\$22,000	<b>\$19,986</b>	2024
<a href="#">Pilgrim Center Inc</a>	MO	\$113,877	Executive Director	\$52,504	<b>\$51,994</b>	2023
<a href="#">New York Gospel Ministries Inc</a>	NY	\$113,167	Pres Exec Dir	\$26,583	<b>\$21,815</b>	2024
<a href="#">Iglesia Fresca Uncion Inc</a>	TX	\$114,030	Pastor	\$18,000	<b>\$16,835</b>	2023
<a href="#">Mojdeh</a>	NC	\$114,079	President, Ceo And Director	\$36,000	<b>\$33,781</b>	2024
<a href="#">Sound Interpretation Project</a>	OR	\$114,104	President, Director Sip	\$52,200	<b>\$45,324</b>	2023
<a href="#">Event Evangelism Inc</a>	FL	\$114,474	President	\$1	<b>\$1</b>	2024
<a href="#">Brazil Outreach Ministries Unlimited</a>	CO	\$114,536	Secr/treasurer	\$6,000	<b>\$5,225</b>	2024
<a href="#">Elevate Dance Ministry Inc</a>	KY	\$112,528	President	\$27,000	<b>\$25,665</b>	2025
<a href="#">Opera Leggera Inc</a>	TX	\$114,570	Vice Presidentartisti	\$22,475	<b>\$21,020</b>	2023
<a href="#">Ministerio Internacional El Rey Jesus Texas</a>	TX	\$114,572	President	\$4,333	<b>\$4,053</b>	2023
<a href="#">Adoremus Society For The Renewal Of Sacred Liturgy</a>	CA	\$112,260	Editor	\$40,650	<b>\$31,877</b>	2024
<a href="#">Fountains Of Life Inc</a>	FL	\$112,164	Director	\$63,890	<b>\$54,507</b>	2024
<a href="#">Gospel Outreach Ministries Inc</a>	OK	\$115,164	Secretarytreasurer	\$7,154	<b>\$7,365</b>	2023
<a href="#">Mazatlan Missions</a>	CO	\$111,903	Executive Director/officer	\$3,300	<b>\$3,326</b>	2021

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">St Martin The Merciful Orthodox Christian Church Inc</a>	OR	\$115,378	President Rector Dir	\$18,000	<b>\$15,629</b>	2023
<a href="#">Leckrone Ministries Inc</a>	IN	\$115,776	President	\$15,600	<b>\$15,382</b>	2023
<a href="#">The Center For Spiritual Formation Inc</a>	PA	\$116,000	Center Director	\$30,000	<b>\$27,972</b>	2023
<a href="#">Steadfast Family Farm Inc</a>	GA	\$116,606	Treasurersecretary	\$22,246	<b>\$20,314</b>	2024
<a href="#">Mary Esther Church Of Christ</a>	FL	\$116,799	Evangelist & Secretary	\$52,800	<b>\$46,377</b>	2023
<a href="#">Abide In Him Ministries Inc</a>	NC	\$117,818	Chairman	\$71,500	<b>\$67,093</b>	2024
<a href="#">Igle</a>	CA	\$108,799	President	\$21,600	<b>\$16,939</b>	2024
<a href="#">Shalam Ministries Ltd</a>	MO	\$118,306	President And Director	\$26,220	<b>\$25,220</b>	2024
<a href="#">Congregacion Maranatha Inc</a>	MA	\$118,535	President	\$6,000	<b>\$4,896</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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** 226 organizations. Compensation range \$1–\$429,806; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$113,545); for reference, expenses \$161,441 and assets \$-47,896. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Jordan Miller, reported title " <i>PRESIDENT</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.
OUTLIERS	10 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	90 <sup>th</sup>
Reportable pay only (column D), adjusted	93 <sup>rd</sup>
All sources (D + E + F), adjusted	91 <sup>st</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 (Jordan Miller) 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 226 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,650 is reasonable (approximately the 91<sup>st</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.