

Chosen Vessels Inc

Executive Director / CEO

EIN 820862006

GA · NTEE X99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rebekah Fortney Baxter, Executive Director / CEO** (\$21,250) against **every comparable organization** that fit the selection criteria — **267** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Rebekah Fortney Baxter — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

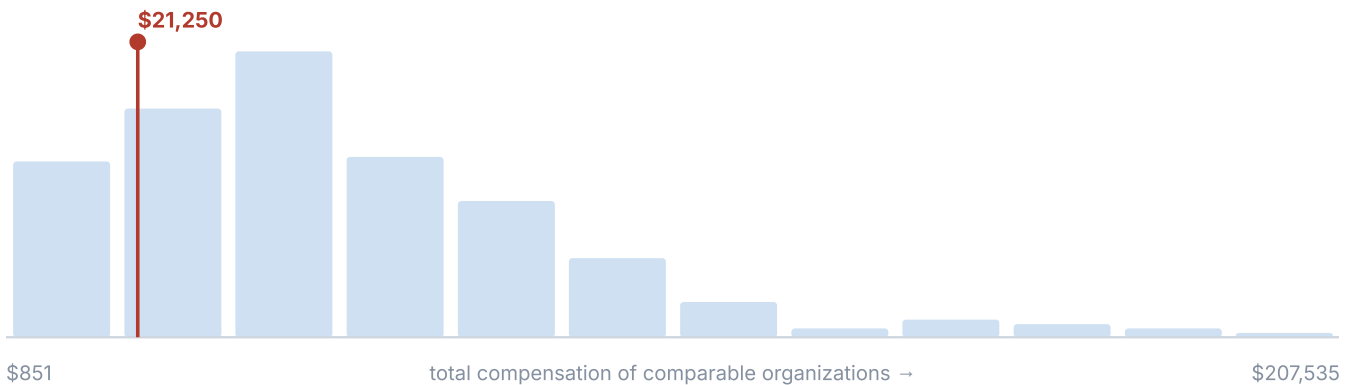
SECTOR Organizations sharing the subject's NTEE classification (X99).

BUDGET Total revenue between \$165,425 and \$370,354 — 0.67x to 1.50x the subject's \$246,903 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

267 organizations qualified on sector, size, and geography → **267** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,393	\$27,011	\$45,989	\$70,587	\$95,753	\$21,250
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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 GA 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
True Life Inc	MD	\$246,603	Ceo	\$90,642	\$84,280	2023
Focal Point Ministries	IL	\$246,362	President	\$42,344	\$40,214	2024
Dare To Believe	MN	\$246,040	Executive Dir.	\$24,000	\$23,585	2023
American Faith & Family Ministries	TX	\$245,075	President	\$39,195	\$37,875	2024
Core Ministries Inc	TX	\$245,025	President	\$77,400	\$74,792	2024
The Masters Workshop	AR	\$244,679	President	\$43,170	\$48,261	2023
Israel Lives Corporation	PA	\$249,133	Exeuctive Director	\$83,995	\$80,916	2024
Love Of Christ Foundation Inc	MD	\$250,000	Director	\$47,688	\$43,069	2024
Side By Side	WA	\$243,686	Executive Director	\$66,457	\$59,175	2023
The Last Harvest Intl Evangelical Ministry Inc	FL	\$250,484	President	\$28,905	\$27,006	2023
Treasuring Christ Together Network	MN	\$250,648	Director	\$99,000	\$94,499	2024
My House Ministry	MI	\$250,710	Executive Director	\$31,140	\$31,050	2024
Temple Of Light	WA	\$243,057	Founder	\$31,700	\$27,417	2024
The Collective Thread	MO	\$250,749	Treasurer	\$52,000	\$53,204	2024
By Our Love	AL	\$242,487	Director & President	\$65,400	\$68,253	2024
Resourcing Now Ministries	IA	\$242,197	Executive Di	\$67,200	\$73,178	2023
Christs Reward Inc	TX	\$241,518	Executive Director	\$118,434	\$114,444	2024
Faith Commons	TX	\$252,796	Founderpresident	\$90,000	\$86,968	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Franciscan Earth Literacy Center	OH	\$240,779	Former Director	\$18,955	\$19,967	2023
Conviction For Christ Ministries	NM	\$253,252	President	\$49,205	\$52,634	2023
The Urban History Association Inc	PA	\$253,354	Executive Director (Began June)	\$25,029	\$24,824	2023
Oakwood Center Inc	IN	\$253,382	Director	\$15,013	\$15,294	2024
Isaiah5810	AR	\$240,398	Executive Di	\$10,669	\$11,585	2024
Walnut Ridge Christian Camp Inc	IN	\$253,497	Executive Director	\$16,708	\$17,523	2023
All The Word Bible Translators Inc	FL	\$240,129	President And Board Member	\$88,378	\$80,202	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2023 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 GA 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	267 organizations. Compensation range \$851–\$207,535; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$246,903); for reference, expenses \$220,070 and assets \$41,864.
ROLE MATCH	Rebekah Fortney Baxter, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers 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	17 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	16 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 (Rebekah Fortney Baxter) 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 267 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,250 is reasonable (approximately the 17th 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.