

# Agape Help Center Inc

Executive Director / CEO

EIN 822582389

WI · NTEE X01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kelly J Koch, Executive Director / CEO** (\$45,000) against **every comparable organization** that fit the selection criteria — **566** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Kelly J Koch — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X01).
BUDGET	Total revenue between \$82,842 and \$185,467 — 0.67x to 1.50x the subject's \$123,645 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

**566** organizations qualified on sector, size, and geography → **566** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,863	\$17,310	\$32,515	\$55,259	\$82,916	<b>\$45,000</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 WI 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="#">Windows To The Divine</a>	CO	\$123,746	President	\$36,000	<b>\$33,053</b>	2023
<a href="#">Disciples Of The Way</a>	TX	\$123,448	Office Coordinator	\$30,551	<b>\$28,422</b>	2024
<a href="#">Metro Ministries Of Fort Worth</a>	TX	\$123,383	Executive Director	\$22,656	<b>\$21,078</b>	2024
<a href="#">Bethlehem Baptist Church</a>	MI	\$124,248	President	\$41,001	<b>\$40,522</b>	2023
<a href="#">Network 7 Media Center Inc</a>	TN	\$124,282	President	\$36,617	<b>\$35,797</b>	2024
<a href="#">International Islamic University Of Minnesota</a>	MN	\$124,315	President	\$14,000	<b>\$12,866</b>	2024
<a href="#">Tc4 Inc</a>	NY	\$124,592	President	\$22,200	<b>\$18,657</b>	2024
<a href="#">The Legacy Fund For Outreach Community</a>	IL	\$122,677	Executive Director	\$12,192	<b>\$11,148</b>	2024
<a href="#">Harvest Mission Brazil Incorporated</a>	AL	\$122,556	Member	\$93,693	<b>\$94,140</b>	2024
<a href="#">Baptist Youth Mission</a>	WY	\$124,799	President	\$26,400	<b>\$27,069</b>	2023
<a href="#">Hallstrom Homeschool Workshops Inc</a>	IL	\$124,911	Athletics Director	\$750	<b>\$668</b>	2025
<a href="#">Share Ministries Inc</a>	TX	\$122,374	Executive Director	\$9,600	<b>\$8,932</b>	2024
<a href="#">Living Loved Project</a>	CO	\$122,365	President	\$54,000	<b>\$48,158</b>	2024
<a href="#">Chris Miller Ministries Inc</a>	TN	\$122,300	President	\$43,200	<b>\$42,233</b>	2024
<a href="#">Great Grace Ministries Inc</a>	ID	\$125,155	President	\$52,949	<b>\$52,387</b>	2024
<a href="#">Journey Church Inc</a>	MN	\$125,278	President	\$40,300	<b>\$38,129</b>	2023
<a href="#">Smc Bookshop Inc</a>	OH	\$121,949	Manager, Retail Sales	\$9,151	<b>\$8,782</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Christ The Reconciler Inc</a>	TX	\$121,769	President	\$16,500	<b>\$15,351</b>	2024
<a href="#">Kevin Derryberry Ministries Inc</a>	AL	\$121,704	President	\$33,000	<b>\$33,157</b>	2024
<a href="#">Sola Network Inc</a>	CA	\$125,608	Cfo	\$2,371	<b>\$1,904</b>	2024
<a href="#">Harvest Home Farmsinc</a>	WI	\$121,598	Treasurer	\$34,792	<b>\$34,792</b>	2023
<a href="#">Knowing Jesus Ministries</a>	VA	\$125,837	President	\$25,020	<b>\$23,132</b>	2023
<a href="#">The Annesley Association Of Senior</a>	PA	\$121,151	President	\$10,380	<b>\$9,627</b>	2024
<a href="#">Charis Foundation For New Monasticism &amp; Interspirituality</a>	NM	\$121,147	President, Director Of Keating-schachter Center	\$50,800	<b>\$50,817</b>	2024
<a href="#">Miracle Valley Praise And Worship Center Inc</a>	FL	\$126,211	Pastor/director	\$18,903	<b>\$16,516</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>566</b> organizations. Compensation range \$1–\$440,169; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$123,645); for reference, expenses \$203,853 and assets \$806,974. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Kelly J Koch, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	72 <sup>nd</sup>
All sources (D + E + F), adjusted	62 <sup>nd</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 (Kelly J Koch) 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 566 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,000 is reasonable (approximately the 66<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.