

M3 Ministries

Executive Director / CEO

EIN 823357486

TX · NTEE C60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Roddy Youree, Executive Director / CEO** (\$78,000) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Roddy Youree — reported title “Board Member, CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C60).
BUDGET	Total revenue between \$192,344 and \$430,621 — 0.67x to 1.50x the subject's \$287,081 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C60), nationwide + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography → **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,718	\$33,611	\$55,632	\$71,922	\$93,069	\$78,000
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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
Prince William Conservation Alliance	VA	\$289,800	Executive Dir.	\$83,376	\$80,478	2023
Discovery Pathways	PA	\$290,379	Executive Director	\$72,021	\$69,740	2024
Imago	OH	\$291,359	Executive Director	\$33,772	\$35,759	2023
Green Cambridge Inc	MA	\$281,267	Executive Director	\$74,500	\$63,330	2025
Wa-ya Outdoor Institute	WA	\$294,505	Executive Director	\$61,934	\$53,842	2024
Institute For Climate And Peace	HI	\$296,775	President	\$54,600	\$48,869	2023
Coral Springs Nature Center &	FL	\$275,781	Executive Di	\$54,082	\$49,333	2024
Community Life Collaborative	OH	\$298,834	Executive Di	\$80,000	\$82,276	2024
Devens Eco-efficiency Center Inc	MA	\$300,051	Executive Director	\$106,037	\$90,139	2025
Sustainable Hudson Valley Inc	NY	\$300,863	Executive Director	\$70,000	\$61,420	2024
Ecological Citizen's Project Inc	NY	\$301,612	Co-director	\$74,360	\$67,173	2023
Ivy Creek Foundation Inc	VA	\$304,497	Executive Di	\$42,419	\$40,945	2023
Friends Of The Owyhee	OR	\$305,136	Executive Director	\$88,859	\$82,494	2023
Isle Royale Natural History Association	MI	\$267,731	Executive Director	\$49,907	\$51,496	2023
Olympic Nature Experience	WA	\$307,779	Exec Director	\$28,628	\$24,888	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ravenwood Outdoor Learning Center	MT	\$309,188	Trustee And	\$53,045	\$57,162	2023
Harvest Of All First Nations	CO	\$311,307	Chair	\$60,489	\$56,320	2024
Sustainable Contra Costa	CA	\$258,679	Ceo	\$34,425	\$29,717	2023
Crowe's Nest Farm Inc	TX	\$317,182	Vice Pres	\$42,000	\$42,000	2023
Health Professionals For A Healthy	MN	\$317,816	Executive Director	\$72,359	\$69,426	2024
Arctictoday	AK	\$256,031	Editor In Chief, Resigned Feb 2023	\$28,846	\$27,570	2023
Families In Nature	TX	\$319,367	Executive Dir.	\$88,838	\$86,289	2024
Growing Communities Inc	CA	\$253,966	President	\$147,531	\$127,354	2023
Teens Take On Climate Inc	WI	\$253,820	President	\$135,499	\$137,408	2024
Triple Bottom Line Institute Incorporated	FL	\$252,750	President	\$78,517	\$73,738	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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 87 organizations. Compensation range \$501–\$400,973; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$287,081); for reference, expenses \$122,451 and assets \$338,573. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Roddy Youree, reported title " <i>Board Member, CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	80 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	78 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 (Roddy Youree) 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 87 similarly situated organizations (Same NTEE sector (C60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,000 is reasonable (approximately the 80th 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.