

Pressing Pause Inc

Executive Director / CEO

EIN 823774764
 AR · NTEE X20
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Mike Campbell, Executive Director / CEO** (\$32,235) against **every comparable organization** that fit the selection criteria — **908** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

Benchmarked executive: Mike Campbell — reported title “Chairman CEO”, 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 \$154,343 and \$345,544 — 0.67x to 1.50x the subject's \$230,363 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

908 organizations qualified on sector, size, and geography → **908** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,036	\$24,222	\$43,398	\$73,086	\$100,803	\$32,235
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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 AR 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
Hello Hello Ministries	NV	\$230,333	President	\$20,000	\$17,835	2023
Blue Tassel Farm	IN	\$230,516	President	\$9,531	\$8,686	2024
Iglesia De Restauracion Mision Elim Greeley Inc	CO	\$230,057	Treasurer	\$35,350	\$29,291	2024
Stained Glass Players	MO	\$230,706	Executive Director	\$31,200	\$29,399	2023
The Shepherds Light	CA	\$229,831	President	\$20,300	\$15,595	2023
Legacy Relief Project	CO	\$229,708	President	\$50,000	\$41,430	2024
Nurmay Missions Inc	SC	\$231,056	President	\$7,225	\$6,513	2024
Casa De Fe Bakersfield	CA	\$231,329	President	\$25,000	\$18,654	2024
Bridges To The Nations	CA	\$231,458	President	\$72,276	\$53,930	2024
Feed My Lambs International Inc	TX	\$229,047	President	\$50,121	\$43,324	2024
Jesus In The Street Inc	GA	\$231,681	President	\$27,392	\$23,800	2024
The River Network International	PA	\$231,753	President	\$40,287	\$34,716	2024
Wasatch Cowboy Church	UT	\$228,845	Director/officer	\$29,500	\$26,090	2024
Named Ministries Inc	NC	\$228,838	President	\$128,550	\$114,778	2024
The Equipping Group Inc	TX	\$231,910	Executive Director & Board Chair	\$88,482	\$76,482	2024
My Fathers Reputation	MO	\$228,792	President	\$58,410	\$53,459	2024
Global Evangelism Ministry Services Inc	MI	\$228,731	President	\$61,650	\$54,986	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Restore And Rebuild Ministries Inc	CA	\$232,020	President	\$83,069	\$61,983	2024
M28 Ministry	PA	\$232,023	Executive Di	\$63,400	\$54,633	2024
New Hope Ministries Inc	MD	\$228,698	President, Dir	\$23,642	\$19,664	2023
The Kingdom Institute Inc	FL	\$232,028	President	\$42,500	\$34,501	2024
Gate Breaker Ministries Corp	ID	\$232,094	President	\$58,000	\$53,316	2024
New Hope Recovery Ministries Assn	KS	\$232,100	Executive Director	\$53,792	\$50,217	2024
Veritas Enrichment Inc	MO	\$232,189	President	\$16,320	\$14,937	2024
Reconnecting Ministries Inc	NY	\$228,464	Presdient	\$16,500	\$13,264	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	908 organizations. Compensation range \$48–\$408,965; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$230,363); for reference, expenses \$259,848 and assets \$111,449.
ROLE MATCH	Mike Campbell, reported title " <i>Chairman CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 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	36 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	35 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 (Mike Campbell) 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 908 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,235 is reasonable (approximately the 36th 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.