

Mission Of Truth

Executive Director / CEO

This analysis benchmarks the total compensation of **Angelica Noble, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **170** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

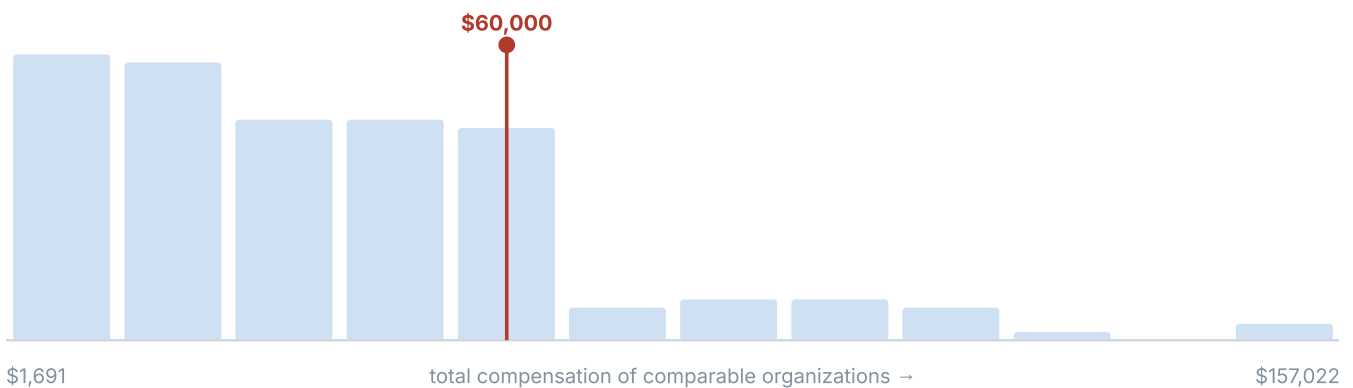
Benchmarked executive: Angelica Noble — reported title “VICE PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$157,517 and \$352,650 — 0.67x to 1.50x the subject's \$235,100 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

170 organizations qualified on sector, size, and geography → **170** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,906	\$20,154	\$36,002	\$53,820	\$76,710	\$60,000
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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 TN 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
Bless The Children Inc	FL	\$235,412	Exec Director	\$10,200	\$8,626	2025
Evanjafrika Inc	SC	\$234,392	Founder & Ex	\$54,000	\$53,594	2023
His Cherished Ones Inc	FL	\$233,345	President	\$26,127	\$22,680	2024
United Liberia Inland Church Associates And Friends Inc	IL	\$237,373	Executive Director	\$50,000	\$46,764	2023
Haitian Artisans For Peace Internat	MI	\$232,790	Treasurer	\$50,231	\$47,910	2024
Tcf Mercy Inc	IN	\$237,827	Field Representative	\$6,000	\$6,020	2023
Build And Restore International	CA	\$232,223	President	\$20,000	\$16,430	2023
Partners With Ethiopia	MN	\$239,245	Executive Director/president	\$22,000	\$20,681	2023
Engage Africa	IL	\$230,892	President	\$37,150	\$33,749	2024
Israel Team Advocates International Inc	AL	\$230,832	President And Ceo	\$150,000	\$149,744	2024
Reach India Inc	IN	\$240,370	Executive Director	\$34,365	\$34,477	2023
Ruel Foundation Usa	CA	\$229,495	Board Member	\$5,401	\$4,310	2024
The Senegal Health Institute	CA	\$240,744	Exec Director	\$58,240	\$46,471	2024
South Florida Haiti Project Inc	FL	\$240,768	Executive Di	\$22,917	\$20,481	2023
Warren Majengo Foundation	PA	\$228,965	Executive Director	\$14,300	\$13,567	2023
Seek The Lamb Inc	HI	\$241,529	President	\$46,520	\$38,486	2024
The Mooncatcher Project Inc	NY	\$228,334	Executive Director	\$36,200	\$30,227	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Open Institute International Inc	DC	\$228,190	Chairman	\$66,800	\$55,767	2023
Third Day Missions Inc	NY	\$227,765	Executive Director	\$23,800	\$20,460	2023
Here For Kids International	CA	\$242,854	Exec Director	\$98,291	\$80,745	2023
Powering Potential Inc	NY	\$243,386	President	\$43,956	\$36,703	2024
Cuirim Outreach Inc	VA	\$243,560	Director	\$66,669	\$61,240	2023
Life Essentials Foundation	TX	\$244,239	President	\$68,602	\$63,412	2024
American Medical Institute Inc	TX	\$225,800	Director/manager	\$55,207	\$51,030	2024
Benedictine Sister Of St Agnes Of	MN	\$244,669	Treasurer, Dir.	\$6,000	\$5,871	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	170 organizations. Compensation range \$1,691–\$157,022; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$235,100); for reference, expenses \$239,157 and assets \$16,498.
ROLE MATCH	Angelica Noble, reported title " <i>VICE PRESIDENT</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
OUTLIERS	7 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	82 nd
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	82 nd

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 (Angelica Noble) 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 170 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 82nd 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.