

Voice Of Christians Inc

Executive Director / CEO

EIN 830874356

NC · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kaleem Javed, Executive Director / CEO** (\$8,000) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kaleem Javed — reported title "HEAD OF GLOBAL OPERATIONS", 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 (X20).

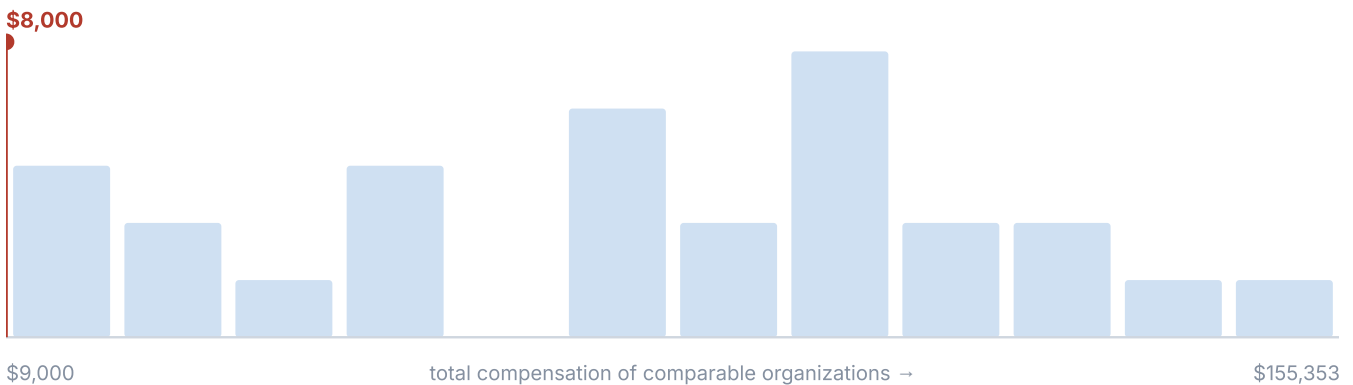
BUDGET Total revenue between \$327,818 and \$733,921 — 0.67x to 1.50x the subject's \$489,281 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20) + NC + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,392

\$47,881

\$83,539

\$103,881

\$124,215

\$8,000



■ 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 NC 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
Hope International	NC	\$480,063	President	\$48,356	\$48,356	2024
With Purpose International	NC	\$467,557	President	\$92,600	\$95,335	2023
Operation Resolute Inc	NC	\$465,298	Executive Director	\$76,152	\$78,401	2023
Uttermost Evangelism	NC	\$436,646	President	\$95,000	\$97,806	2023
Mercy Mountain Ministries Inc	NC	\$543,573	Presidentdirector	\$17,666	\$17,666	2024
National Consultants Group Inc	NC	\$424,233	Executive Director	\$90,300	\$90,300	2024
Kavod Family	NC	\$581,265	Secretary	\$75,400	\$75,400	2024
Center For Christianity And Scholarship	NC	\$394,674	Executive Director & Ceo	\$86,132	\$88,676	2023
Iglesia De Dios Peniel	NC	\$384,060	Pastor	\$32,400	\$32,400	2024
Institute Of Biblical Leadership	NC	\$598,813	President, Board Member	\$102,000	\$102,000	2024
Leaders Collective	NC	\$601,125	President	\$108,359	\$108,359	2024
Wake Forest Christian Study Center	NC	\$372,524	Executive Director	\$123,388	\$120,208	2025
Ricardo Di Rocco Ministries	NC	\$370,217	President And Pastor	\$134,700	\$134,700	2024
Men Of Armor Inc	NC	\$369,642	President	\$159,463	\$155,353	2025
Interaction International Inc	NC	\$351,418	Executive Di	\$52,500	\$52,500	2024
Neighborly Faith Inc	NC	\$351,199	President	\$71,000	\$71,000	2024
Go And Reconcile Ministries	NC	\$350,346	Member	\$9,000	\$9,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Echo Ministry	NC	\$332,214	Executor Director	\$47,723	\$47,723	2024
Faith Christian Ministries Of Nash	NC	\$330,654	Director	\$30,784	\$30,784	2024
Living Faith International	NC	\$651,262	President	\$72,484	\$74,625	2023
Watershed Charlotte	NC	\$656,380	Lead Pastor	\$103,282	\$103,282	2024
Kristi Overton Johnson Ministries	NC	\$658,752	President	\$40,000	\$40,000	2024
Faithaction International House	NC	\$666,802	Executive Dir.	\$104,081	\$104,081	2024
Second Breath Center	NC	\$706,274	Executive Director	\$128,221	\$128,221	2024
Game Plan For Life Inc	NC	\$725,994	Executive Director	\$112,429	\$112,429	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2024 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 NC 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 26 organizations. Compensation range \$9,000–\$155,353; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$489,281); for reference, expenses \$345,889 and assets \$506,427.

ROLE MATCH Kaleem Javed, reported title "*HEAD OF GLOBAL OPERATIONS*", 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.**

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	0 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 (Kaleem Javed) 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 26 similarly situated organizations (Same NTEE sector (X20) + NC + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,000 is reasonable (approximately the 0th 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.