

Gary Randall Ministries

Executive Director / CEO

EIN 831850084

WA · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gary Randall, Executive Director / CEO** (\$140,111) against **every comparable organization** that fit the selection criteria — **240** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

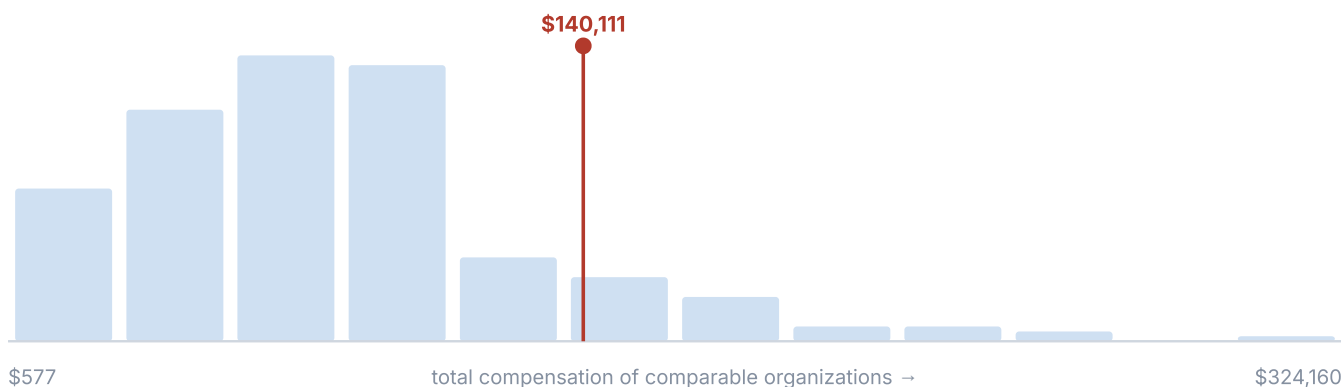
Benchmarked executive: Gary Randall — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$332,512 and \$744,432 — 0.67x to 1.50x the subject's \$496,288 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

240 organizations qualified on sector, size, and geography → **240** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,102	\$45,483	\$77,245	\$101,149	\$149,874	\$140,111
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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 WA 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
Nexus Impact Center Inc	IN	\$496,633	President & Ceo	\$48,000	\$56,538	2024
Care Plus Foundation Inc	NJ	\$496,896	Ceo/president-thru 12/22	\$53,595	\$55,026	2023
Saturation Church Planting International	CA	\$495,253	Presidentfounder	\$96,377	\$92,953	2024
Skatechurch Inc	OR	\$493,143	Exec Dir - No Compensation For Board Duties	\$78,000	\$80,905	2024
Hope Ministries Of Northeast Texas	TX	\$500,151	Executive Dir.	\$50,525	\$58,118	2023
Q Christian Fellowship	IL	\$501,402	Executive Director	\$6,731	\$7,391	2024
Linden Grove Ministries	NJ	\$501,463	Co-director	\$77,241	\$77,028	2024
Newport Mesa Individual And Family	CA	\$489,324	Executive Dir.	\$183,591	\$177,069	2024
Electronic Bible Fellowship Inc	PA	\$488,852	President	\$55,365	\$63,489	2023
Bob Crow World Missions Outreach	TX	\$503,850	President	\$46,500	\$51,954	2024
Narrow Gate Foundation	NV	\$505,446	President	\$135,858	\$152,105	2024
Fellowship Of Christians United For	GA	\$487,031	Executive Director	\$45,000	\$52,030	2023
Lead222 United Ltd	IL	\$505,606	Executive Dir.	\$90,800	\$99,706	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Locs Incorporated	OH	\$505,976	President	\$186,215	\$220,294	2024
Rabbanut Nfp	IL	\$485,571	Treasurer & Director	\$18,000	\$19,256	2025
Sean Smith Ministries Inc	CA	\$507,041	President	\$84,000	\$78,928	2025
Fathers House Educational Foundation	TX	\$485,513	Executive Director	\$67,600	\$77,760	2023
Legacy Disciple	IL	\$485,142	Secretary	\$35,693	\$39,194	2024
Catalyst For Harmony	MN	\$508,150	President	\$122,472	\$135,167	2024
Gateway Empowerment Inc	AL	\$484,096	President	\$8,000	\$9,938	2023
Milwaukee Kollel Inc	WI	\$511,051	Executive Di	\$64,400	\$77,340	2023
Anam Cara Ministries	CO	\$511,230	Executive Director	\$104,075	\$108,591	2025
C2c Ministries	NH	\$513,705	Executive Director	\$47,428	\$48,914	2024
Restoration Center Chicago	IL	\$514,514	Vice President	\$133,671	\$146,781	2024
4 Tucson Inc	AZ	\$477,046	Ceo	\$83,846	\$92,727	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 **240** organizations. Compensation range \$577–\$324,160; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$496,288); for reference, expenses \$467,638 and assets \$208,112.
ROLE MATCH	Gary Randall, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	88 th
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	88 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 (Gary Randall) 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 240 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$140,111 is reasonable (approximately the 88th 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.