

# Debre Genet Kidus Amanuel And Kidane Mehret Orthodox Church

Executive Director / CEO

EIN 833969443

PA · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Debre Genet Dagnachew Degefu, Executive Director / CEO** (\$18,100) against **every comparable organization** that fit the selection criteria — **186** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30<sup>th</sup>** percentile of comparable organizations within the typical range

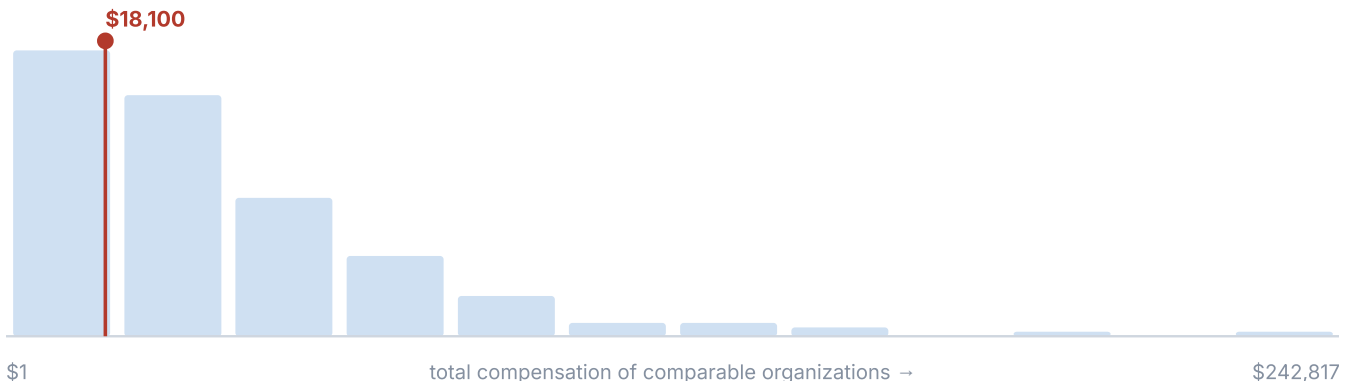
**Benchmarked executive:** Debre Genet Dagnachew Degefu — reported title “Head Priest and Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$67,314 and \$150,703 — 0.67x to 1.50x the subject's \$100,469 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

**186** organizations qualified on sector, size, and geography → **186** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$5,301</b> 10TH	<b>\$14,708</b> 25TH	<b>\$30,048</b> MEDIAN	<b>\$53,088</b> 75TH	<b>\$80,309</b> 90TH	<b>\$18,100</b> THIS ORG · 30TH
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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 PA 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
<a href="#">Church Growth International</a>	MO	\$100,502	President	\$3,916	<b>\$4,282</b>	2023
<a href="#">Youth Striving For Excellence</a>	TN	\$100,232	Treasurer	\$2,660	<b>\$2,731</b>	2025
<a href="#">Awakening To God Ministries</a>	NC	\$100,222	Director, Pr	\$35,387	<b>\$37,748</b>	2023
<a href="#">Iglesia Luz De Esperanza</a>	CA	\$101,226	Chief Executive Officer	\$11,624	<b>\$10,362</b>	2023
<a href="#">New Life International Mission Inc</a>	FL	\$101,525	Director	\$12,994	<b>\$12,241</b>	2024
<a href="#">A Faithful Presence</a>	TX	\$99,319	Executive Director	\$69,600	<b>\$69,815</b>	2024
<a href="#">Trinity Foundation</a>	TN	\$99,010	President And Director	\$72,999	<b>\$79,217</b>	2023
<a href="#">The India Mission For Evangelism Inc</a>	AZ	\$102,138	President Since 3-2023	\$7,950	<b>\$7,667</b>	2024
<a href="#">Gospel Glory Inc</a>	VA	\$98,139	President	\$17,000	<b>\$16,946</b>	2023
<a href="#">Charisma In Mission Inc</a>	CA	\$97,708	Secretary	\$52,000	<b>\$46,357</b>	2023
<a href="#">High Rock Missionary Baptist Church</a>	MD	\$97,090	Pastor	\$18,360	<b>\$17,213</b>	2024
<a href="#">Breakthrough Ministries Inc</a>	TN	\$103,936	President	\$37,130	<b>\$39,137</b>	2024
<a href="#">Children Ministries International</a>	CA	\$104,068	Founder, President, Chairman Of The Board	\$91,310	<b>\$81,400</b>	2023
<a href="#">Friends Of The Groom Inc</a>	OH	\$104,720	President	\$1,540	<b>\$1,636</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Light Of The World Evangelization</a>	IL	\$96,199	Executive Di	\$70,000	<b>\$67,231</b>	2025
<a href="#">Rise Ministry Community Development Center</a>	OH	\$104,965	Senior Pastor & Executive Board Chairman	\$9,131	<b>\$9,698</b>	2024
<a href="#">Happy Caldwell Ministries Inc</a>	AR	\$95,305	President	\$85,000	<b>\$95,809</b>	2024
<a href="#">Mission Mobilization International</a>	CO	\$105,694	President	\$71,700	<b>\$70,979</b>	2023
<a href="#">Gap Kingdom Ministries</a>	VA	\$95,003	Pastor & Director	\$2,985	<b>\$2,975</b>	2023
<a href="#">Green Pastures Christian</a>	IL	\$106,198	Camp Host	\$30,926	<b>\$31,388</b>	2023
<a href="#">Nexus Mission</a>	CA	\$106,545	Director	\$14,400	<b>\$12,837</b>	2023
<a href="#">Todd Bailey Ministries Inc</a>	CO	\$94,353	President	\$35,600	<b>\$34,231</b>	2024
<a href="#">Centro Cristiano El Kairos De Dios Inc</a>	FL	\$107,332	President	\$39,000	<b>\$36,739</b>	2024
<a href="#">Cap Ministries Inc</a>	TX	\$107,500	President	\$60,264	<b>\$62,235</b>	2023
<a href="#">Street Church Ministries Inc</a>	NJ	\$107,997	President	\$50,000	<b>\$46,088</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **186** organizations. Compensation range \$1–\$242,817; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$100,469); for reference, expenses \$95,968 and assets \$528,758.
ROLE MATCH	Debre Genet Dagnachew Degefu, reported title " <i>Head Priest and Executive Director</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	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	30 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	37 <sup>th</sup>
All sources (D + E + F), adjusted	30 <sup>th</sup>

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 (Debre Genet Dagnachew Degefu) 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 186 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,100 is reasonable (approximately the 30<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.