

Sharing Sacred Spaces Inc

Executive Director / CEO

EIN 834350100

CT · NTEE X99

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Vanessa Avery, Executive Director / CEO** (\$107,708) against **every comparable organization** that fit the selection criteria — **259** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

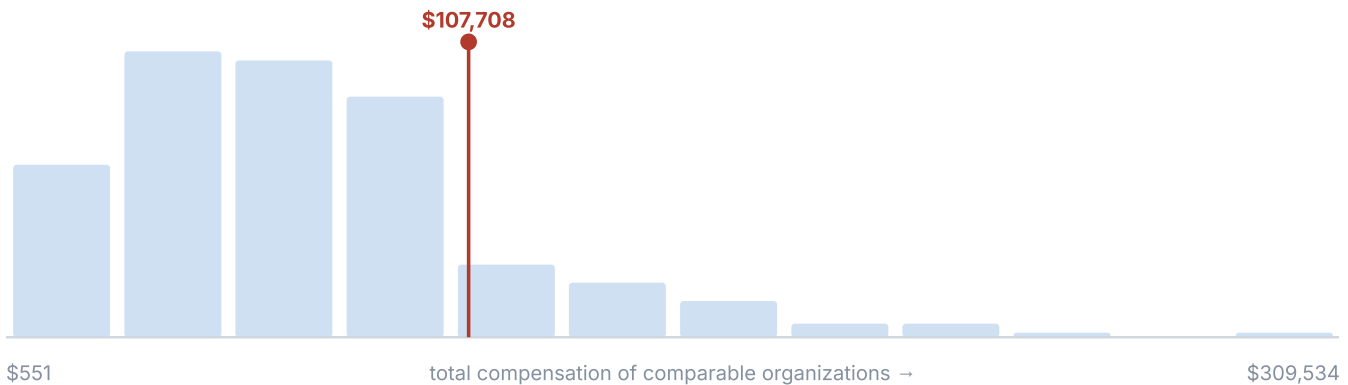
Benchmarked executive: Vanessa Avery — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$274,993 and \$615,657 — 0.67x to 1.50x the subject's \$410,438 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

259 organizations qualified on sector, size, and geography → **259** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$19,067	\$37,098	\$66,672	\$91,066	\$133,163	\$107,708
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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 CT 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
Vantage Point 3 Ministries	SD	\$409,784	President	\$83,831	\$98,675	2024
Jaquith Ministries International	OR	\$412,124	President	\$60,000	\$59,427	2024
Living Hope Ministries	TX	\$412,506	President/tr	\$77,561	\$82,748	2024
Men Of Courage Louisiana	LA	\$412,611	Director	\$51,900	\$60,952	2024
Manhood Journey Inc	KY	\$413,569	Executive Di	\$125,000	\$143,232	2024
Chinareach	KS	\$407,005	Director/exec Dir	\$68,564	\$79,001	2024
Wesley Chapel Mission Center	OH	\$406,597	Executive Director	\$70,568	\$79,716	2024
A Moment Of Hope	SC	\$414,310	Executive Director	\$110,708	\$126,819	2023
Global City Missions Initiative Incorporated	FL	\$405,714	Executive Director	\$86,784	\$86,952	2024
Damascus Road Collaborative Inc	TX	\$405,634	Executive Director Coach	\$49,500	\$52,810	2024
Prograce International	IL	\$415,469	Chief Executive Officer	\$136,475	\$143,099	2024
Missions Network International	WA	\$404,938	President	\$33,500	\$32,933	2023
Sonrise International Inc	OK	\$416,511	President	\$36,000	\$43,527	2023
West Texas Gospel Ministries To Children Inc	TX	\$403,987	General Director	\$84,448	\$90,095	2024
Christian African Leadership Ministries	AL	\$403,857	President	\$80,008	\$92,187	2024
Joel Gregory Ministries	TX	\$418,156	President/di	\$91,371	\$97,481	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Angel Wings Out Reach Center Inc	MS	\$401,820	Executive Director	\$62,096	\$73,761	2024
Putnam Radio Ministries Inc	FL	\$419,769	General Manager	\$73,083	\$73,224	2024
Cg International	CO	\$399,941	President	\$38,021	\$38,883	2024
Dallas Willard Ministries	CA	\$421,340	Dirctr Of School Of Kingdom Living	\$97,721	\$89,997	2024
National Missionary Baptist Convention Of America Dallas	TX	\$397,339	Director And President	\$52,500	\$57,666	2023
Earth & Soul	CO	\$424,313	President	\$95,000	\$97,155	2024
Wesley Foundation At Mississippi State	MS	\$396,102	Director	\$60,350	\$71,687	2024
Mobilize The Church	TX	\$424,863	Ceo	\$124,241	\$132,549	2024
Seek Partners International Inc	TX	\$425,019	President/ceo	\$69,000	\$75,788	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 259 organizations. Compensation range \$551–\$309,534; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$410,438); for reference, expenses \$289,353 and assets \$245,232.

ROLE MATCH Vanessa Avery, reported title *"Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	84 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	81 st

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 (Vanessa Avery) 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 259 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$107,708 is reasonable (approximately the 84th 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.