

# Reconcilingworks Lutherans For

Executive Director / CEO

EIN 843273216  
 MN · NTEE X21  
 FY ending 2024-06-30  
 June 10, 2026

This analysis benchmarks the total compensation of **Aubrey Thonvold, Executive Director / CEO** (\$112,666) against **every comparable organization** that fit the selection criteria — **253** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

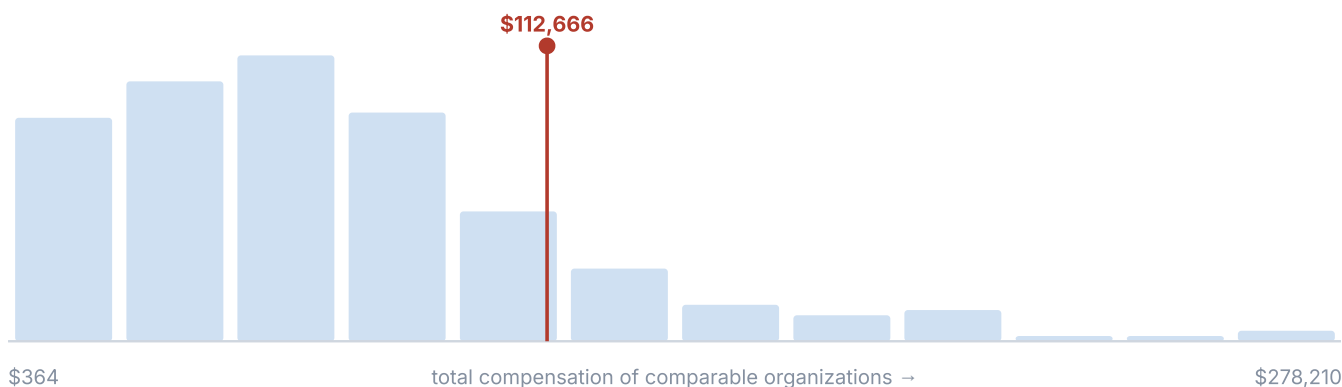
**Benchmarked executive:** Aubrey Thonvold — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$330,762 and \$740,512 — 0.67x to 1.50x the subject's \$493,675 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

**253** organizations qualified on sector, size, and geography → **253** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,991	\$31,914	\$57,920	\$89,843	\$132,547	<b>\$112,666</b>
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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 MN 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="#">Martin Luther Foundation</a>	DE	\$493,625	Executive Director	\$5,511	<b>\$5,320</b>	2025
<a href="#">Robert J Morgan Ministries</a>	TN	\$493,608	President/trustee	\$140,557	<b>\$149,522</b>	2024
<a href="#">World Christian Restaurant Ministriesinc</a>	CA	\$492,194	President And Ceo	\$50,702	<b>\$44,308</b>	2024
<a href="#">In His Steps International Inc</a>	CO	\$489,302	President	\$63,000	<b>\$62,942</b>	2023
<a href="#">African Christians Fellowship Int'l</a>	SC	\$488,837	Executive Director	\$60,000	<b>\$63,348</b>	2024
<a href="#">Hands And Feet Ministries Inc</a>	GA	\$499,523	Board Member	\$43,238	<b>\$43,998</b>	2024
<a href="#">Lake Mead Christian Ministries</a>	NV	\$499,600	Secretary	\$7,661	<b>\$8,001</b>	2023
<a href="#">Jacksonville Kachin Baptist Church</a>	FL	\$487,162	Senior Pastor	\$37,200	<b>\$35,367</b>	2024
<a href="#">David George World Ministries Inc</a>	GA	\$501,079	President	\$139,064	<b>\$141,509</b>	2024
<a href="#">Youth With A Mission Pittsburgh Inc</a>	PA	\$501,730	President	\$15,848	<b>\$15,994</b>	2024
<a href="#">New Vision For Christ Ministries Inc</a>	FL	\$502,399	President	\$74,880	<b>\$71,190</b>	2024
<a href="#">Fischer Family Ministries Inc</a>	TN	\$484,916	President	\$123,000	<b>\$130,845</b>	2024
<a href="#">Iglesia De Cristo Casa De Jubilo</a>	RI	\$484,119	President	\$11,000	<b>\$10,990</b>	2023
<a href="#">Spanish World Ministries Inc</a>	IN	\$481,602	Executive Director	\$22,340	<b>\$24,547</b>	2023
<a href="#">Pete Norris Ministries Inc</a>	NC	\$481,136	President	\$49,566	<b>\$51,831</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Comfort House Services Inc</a>	TX	\$480,833	Executive Director	\$79,146	<b>\$80,123</b>	2024
<a href="#">Mapping Center For Evangelism &amp; Church</a>	FL	\$480,617	President	\$97,400	<b>\$95,336</b>	2023
<a href="#">New Alliance Missionary Church Inc</a>	GA	\$479,882	Pastor	\$53,541	<b>\$56,091</b>	2023
<a href="#">Rick Coram Ministries Inc</a>	FL	\$508,165	President	\$90,309	<b>\$85,859</b>	2024
<a href="#">Lassid Ministries Inc DbA Convergence R</a>	WI	\$508,388	Ceo, Director	\$77,072	<b>\$83,865</b>	2023
<a href="#">Brazilian Church Agape Ministry</a>	MA	\$477,969	President	\$88,058	<b>\$80,082</b>	2024
<a href="#">Casa De Avivamiento Corp</a>	NC	\$476,205	President	\$60,000	<b>\$67,243</b>	2022
<a href="#">Ciefa Ministry International</a>	IL	\$511,371	President	\$4,162	<b>\$4,263</b>	2023
<a href="#">In His Grip Ministries</a>	TN	\$511,601	President	\$103,640	<b>\$113,507</b>	2023
<a href="#">Churchasia Inc</a>	LA	\$475,651	Pres.	\$109,131	<b>\$125,205</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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** 253 organizations. Compensation range \$364–\$278,210; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$493,675); for reference, expenses \$276,382 and assets \$536,171. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Aubrey Thonvold, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	90 <sup>th</sup>
All sources (D + E + F), adjusted	83 <sup>rd</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 (Aubrey Thonvold) 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 10, 2026, comparing compensation against 253 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,666 is reasonable (approximately the 84<sup>th</sup> 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 10, 2026.