

North Point Inc

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Bradley C Shannon, Executive Director / CEO** (\$93,150) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

Benchmarked executive: Bradley C Shannon — 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 (X20).

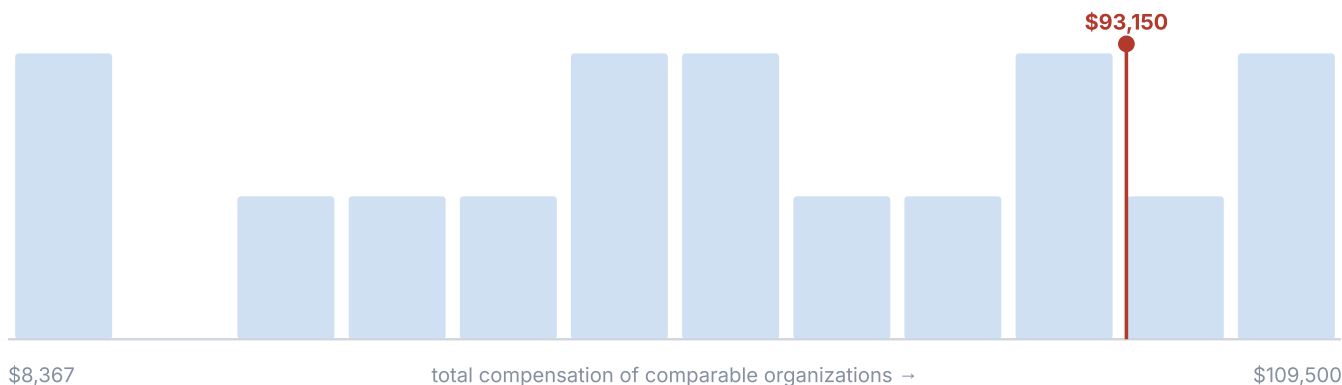
BUDGET Total revenue between \$188,347 and \$421,674 — 0.67x to 1.50x the subject's \$281,116 (the band tightens as size grows).

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

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,827	\$45,192	\$64,110	\$87,365	\$101,732	\$93,150
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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
Mac Ministries	MN	\$260,224	Executive Director	\$100,796	\$100,796	2023
Ultimate Strength	MN	\$247,336	President	\$36,000	\$34,967	2024
Wilberforce International Institute	MN	\$243,467	President & Executive Director	\$77,368	\$75,148	2024
The Pilgrim Center For Reconciliation	MN	\$235,907	Executive Director	\$68,780	\$65,085	2025
Prepare Ministries	MN	\$232,466	Executive Dir.	\$48,600	\$48,600	2023
Awakening Hope Ministries Inc	MN	\$227,228	President	\$76,500	\$76,500	2023
Hope Community Center Inc	MN	\$227,183	Executive Director	\$89,159	\$86,601	2024
Little Big Things	MN	\$349,112	Director	\$92,304	\$89,656	2024
Moravian Care Ministries	MN	\$212,329	President/ceo	\$8,367	\$8,367	2023
Past The Wishing Ministries	MN	\$211,242	Executive Director	\$29,000	\$29,000	2023
Global Link Partners	MN	\$204,234	Director	\$65,000	\$63,135	2024
Hope 4 Venezuela	MN	\$204,112	President & Director	\$105,700	\$102,667	2024
Middle Ground Corporation	MN	\$383,947	Founder Executive Director	\$8,910	\$8,654	2024
Sharikov Ministries	MN	\$400,700	Sharikov	\$48,978	\$50,986	2022
Goodword Partnership	MN	\$407,472	Founder & Direc	\$109,500	\$109,500	2023
Mobile Hope	MN	\$416,889	Executive Director	\$58,693	\$57,009	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN cost of living and 2023 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.

● **Sample, role match & sensitivity**

PEER COUNT	16 organizations. Compensation range \$8,367–\$109,500; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$281,116); for reference, expenses \$198,030 and assets \$610,915.
ROLE MATCH	Bradley C Shannon, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	81 st
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	75 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 (Bradley C Shannon) 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 16 similarly situated organizations (Same NTEE sector (X20) + MN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,150 is reasonable (approximately the 81st 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.