

Caritas Center For Christian Format

Executive Director / CEO

EIN 843969142

IL · NTEE X20

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Nancy Kane, Executive Director / CEO** (\$84,550) against **every comparable organization** that fit the selection criteria — **536** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

Benchmarked executive: Nancy Kane — 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 (X20).
BUDGET	Total revenue between \$108,247 and \$242,346 — 0.67x to 1.50x the subject's \$161,564 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

536 organizations qualified on sector, size, and geography → **536** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,989	\$25,028	\$44,880	\$78,942	\$110,881	\$84,550
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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 IL 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
Taylorglobalconsult	TX	\$161,825	President	\$84,696	\$91,070	2023
Crossroads Christian Ministries	PA	\$161,065	Co-pastor	\$20,000	\$21,439	2023
Living Way Christian Fellowship	PA	\$162,236	Co Pastor	\$20,766	\$22,260	2023
Connection Ministries Inc	IN	\$160,875	Executive Director	\$44,520	\$49,019	2024
Brazil River Of Life Ministries	TN	\$162,445	Executive Director	\$31,090	\$34,121	2024
Four10 Ministries Inc	IN	\$162,446	Executive Di	\$46,000	\$50,648	2024
Christ Apostolic Church Of Orlando Inc	FL	\$160,668	President/pastor	\$36,000	\$35,311	2024
Praying Effectively For The Lost	LA	\$160,601	Director	\$98,272	\$112,981	2024
Heaven Rules Ministries Inc	NC	\$160,290	President	\$72,980	\$78,732	2024
Women Of Valor Ministries Inc	MD	\$162,907	Executive Director	\$33,461	\$33,627	2023
The Prophet Chamber Eagle Wings Ministries International Inc	GA	\$160,185	President	\$32,146	\$34,744	2023
Antioch Breakthrough Ministries Inc	FL	\$160,100	Pastor/president	\$41,632	\$40,835	2024
Activation International Ministries	MI	\$160,082	President	\$26,934	\$29,026	2024
Faithworks Christians In Mission	AZ	\$159,973	President	\$34,090	\$35,242	2023
Baptist Student Center Of Southeast	MO	\$163,635	Student Ctr	\$69,532	\$79,163	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Central Christian Fellowship	TN	\$159,283	President	\$31,449	\$34,514	2024
Champions Of Faith International Church Inc	FL	\$158,926	President	\$17,900	\$18,075	2023
3ca Inc	OH	\$158,114	President	\$3,000	\$3,317	2024
Taylor Hose Company No 1	PA	\$165,123	Director	\$28,846	\$30,034	2024
Greater Hayward House Of Hope Incorporated	WI	\$157,547	Director	\$30,638	\$34,395	2023
Edens Redemption Inc	OK	\$157,496	President	\$3,333	\$3,832	2024
Dave Martin Ministries Inc	OK	\$165,634	President	\$57,497	\$68,056	2023
Grace Counseling Ministries Inc	NJ	\$157,439	President	\$72,411	\$67,502	2024
Catalytic Foundation	SC	\$157,432	President/ceo	\$122,558	\$133,495	2024
Marian Movement Of Priests	ME	\$157,269	President & Treasurer	\$34,957	\$36,547	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2025 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 IL 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 536 organizations. Compensation range \$1–\$494,140; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$161,564); for reference, expenses \$198,233 and assets \$20,224.

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

RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	78 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	77 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 (Nancy Kane) 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 536 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,550 is reasonable (approximately the 78th 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.