

Eagles Network Inc

Executive Director / CEO

EIN 844316772
 ID · NTEE X20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ann Werner, Executive Director / CEO** (\$5,000) against **every comparable organization** that fit the selection criteria — **653** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Ann Werner — 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 \$118,671 and \$265,683 — 0.67x to 1.50x the subject's \$177,122 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

653 organizations qualified on sector, size, and geography → **653** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,050	\$24,783	\$44,914	\$74,295	\$102,988	\$5,000
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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 ID 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
Egm Organizations Inc	GA	\$177,036	Director	\$36,000	\$34,027	2024
Lifemark Ministries Db Next Step	TX	\$177,006	Executive Director	\$50,000	\$47,016	2024
Hope Harbor Inc	GA	\$176,894	President	\$26,220	\$24,783	2024
Latter Rain Ministries & Missions Inc	IL	\$177,594	President, Director	\$4,610	\$4,150	2025
Ron Degarde Ministries Inc	MO	\$176,541	President	\$24,000	\$23,895	2024
Austin Global Ambassadors Inc	TX	\$176,486	Chairman/executive Director	\$102,333	\$96,227	2024
Sepal Corporation	TN	\$177,847	President	\$33,335	\$32,939	2024
Truth Of Life Inc	TX	\$178,016	President	\$137,744	\$129,525	2024
Pause Ministries Inc	NJ	\$178,372	Acting Chair	\$75,000	\$62,948	2024
Narrow Road Ministries	PA	\$178,407	Pastor/president	\$28,950	\$27,139	2024
Global Ministries Christian Church	MA	\$175,339	Sr. Pastor	\$10,500	\$8,870	2024
Messiah Project Inc	MO	\$175,313	President	\$21,804	\$21,709	2024
Global Gateway Network	WA	\$179,062	President	\$74,340	\$62,566	2024
Tales From The Tour Inc	AZ	\$175,132	Executive Director	\$100,000	\$90,406	2024
Illuminate Ministries	TX	\$179,306	Executive Di	\$75,384	\$70,886	2024
The Free Range Pastor	TN	\$179,506	Chair	\$66,425	\$65,635	2024
Pathway Learning Inc	FL	\$179,564	Pres/chairma	\$131,197	\$115,859	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Advancing Church Ministries	FL	\$179,730	President	\$53,250	\$48,414	2023
Heart Of Montana Love Inc	MT	\$174,459	Executive Di	\$39,000	\$39,519	2024
Hearts For Heaven	NC	\$179,870	President	\$42,000	\$42,000	2023
Lower Lights School Of Wisdom	UT	\$179,941	Founder/president	\$92,000	\$91,128	2023
Iglesia De Cristo Armonia Llamada Final	CA	\$174,288	Bahena	\$46,000	\$37,339	2024
One In Christ Inc	FL	\$180,068	Director	\$84,000	\$74,180	2024
Downtown Church Of Christ	TX	\$180,212	Bookkeeper	\$4,200	\$3,949	2024
Pursue Ministries	TN	\$173,906	Director-president	\$83,600	\$82,606	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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	653 organizations. Compensation range \$52–\$444,896; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$177,122); for reference, expenses \$173,114 and assets \$717,483.
ROLE MATCH	Ann Werner, reported title " <i>PRESIDENT</i> ", 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 17 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	4 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 (Ann Werner) 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 653 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,000 is reasonable (approximately the 4th 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.