PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Pew Ministries Inc

Executive Director / CEO

EIN **844447491**
TN · NTEE X22
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **John Edwards, Executive Director / CEO** ($115,800) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 100th percentile of comparable organizations

above the 90th percentile — board review recommended

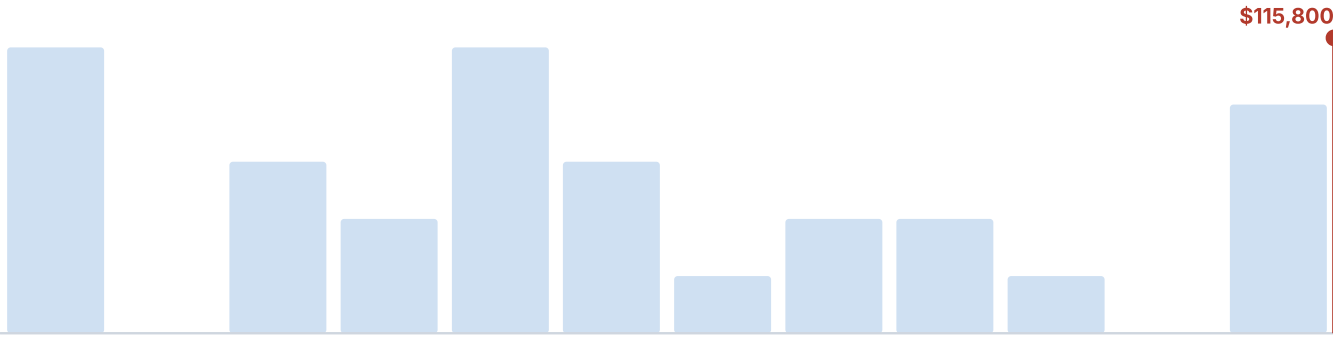
> **Benchmarked executive:** John Edwards — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X22).
BUDGET	Total revenue between $166,568 and $372,915 — 0.67× to 1.50× the subject's $248,610 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X22), nationwide + budget 0.67–1.5× revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



$6,020 — total compensation of comparable organizations → — $104,601

$12,212	$30,109	$46,790	$70,906	$99,791	$115,800

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 TN 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
Visitation Auxiliary Inc	AL	$252,420	President	$42,328	**$44,789**	2023
In Ipso	CO	$252,899	President	$105,000	**$98,613**	2023
Bethany House Of Prayer Inc	MA	$242,821	Executive Director	$70,722	**$62,246**	2023
Sqpn Inc Not Open For Public Insp	GA	$267,367	Ceo	$109,350	**$104,601**	2024
Portuguese Holy Ghost Society Inc	CT	$268,021	Vice Preside	$10,428	**$9,302**	2024
My Catholic Cause	OH	$269,562	President And Trustee	$24,000	**$24,183**	2024
Canticle Inc	CA	$270,391	Executive Dir.	$64,616	**$54,650**	2023
St Sophia Religious Association	PA	$226,304	President	$72,700	**$68,972**	2024
Hope For The New Evangelization Inc	MN	$218,678	Treasurer	$33,784	**$31,758**	2024
Order Of St Michael	NY	$278,543	Pres	$16,491	**$14,177**	2024
Pace E Bene Inc	OR	$213,913	Executive Director	$14,731	**$13,014**	2024
Lay Mission Helpers Association	CA	$292,156	Executive Dir.	$90,697	**$76,708**	2023
Confraternity Of Penitents	IN	$204,576	Council Member	$6,000	**$6,020**	2024
Carolina Catholic Athletic Association Inc	NC	$294,216	Program Manager	$47,500	**$46,692**	2024
Springs In The Desert	PA	$202,317	President/ Exec Director	$32,300	**$30,644**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Women's Ordination Conference	DC	$200,479	Executive Di	$74,750	**$64,247**	2023
Theology Of The Body Cleveland	OH	$200,380	Executive Director	$49,500	**$49,877**	2024
Christ Central Camp	TX	$196,921	Director/employee	$45,750	**$43,538**	2024
Hilltop Children's House	OH	$193,746	President	$27,475	**$28,503**	2023
Mary Lay Center	OH	$191,900	Director	$10,534	**$10,340**	2025
Scripture Awakening Inc	NC	$186,713	Exec Directo	$41,667	**$42,169**	2023
Lamp Ministries	NY	$315,153	President	$43,160	**$36,146**	2025
Saint Benedict's Chapel Inc	TX	$318,375	Executive Director	$50,000	**$47,582**	2024
Evangelium Institute Inc	NE	$323,336	Executive Director	$97,335	**$102,538**	2023
Catholic Education Opportunities	KY	$325,341	Executive Di	$75,000	**$78,921**	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	**28** organizations. Compensation range $6,020–$104,601; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($248,610); for reference, expenses $250,307 and assets $147,473.
ROLE MATCH	John Edwards, reported title *"President"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	**100th**
Total compensation (D + F), as reported (no adjustments)	**100th**
Reportable pay only (column D), adjusted	**100th**
All sources (D + E + F), adjusted	**100th**

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 (John Edwards) 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 28 similarly situated organizations (Same NTEE sector (X22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $115,800 is reasonable (approximately the 100th 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.