

# Trellis Churches Inc

Executive Director / CEO

EIN 854221007  
 KS · NTEE X20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Jake Zaske, Executive Director / CEO** (\$32,250) against **every comparable organization** that fit the selection criteria — **858** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jake Zaske — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

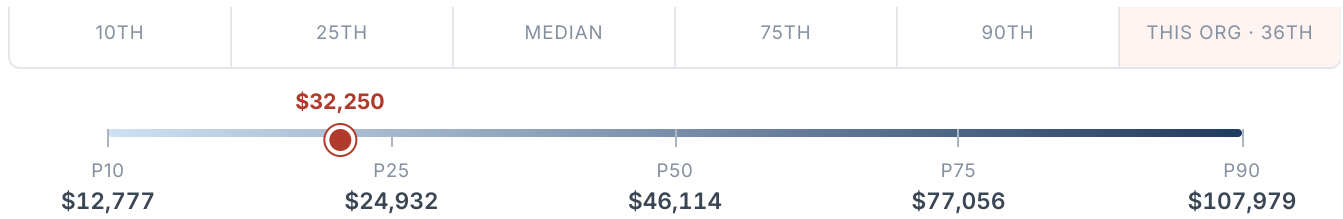
SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$147,047 and \$329,211 — 0.67x to 1.50x the subject's \$219,474 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

**858** organizations qualified on sector, size, and geography → **858** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,777	\$24,932	\$46,114	\$77,056	\$107,979	\$32,250
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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 KS 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="#">Promise Housing Plus</a>	KY	\$219,504	President	\$33,654	<b>\$33,468</b>	2024
<a href="#">Worcester Kidist Kidane Meheret Ethiopian Orthodox Tewahedo Church</a>	MA	\$219,394	President	\$27,572	<b>\$23,611</b>	2023
<a href="#">Jimmy Jack Ministries Inc</a>	NY	\$219,646	President	\$1,700	<b>\$1,464</b>	2023
<a href="#">Hope Forest Inc</a>	ND	\$219,737	President	\$25,000	<b>\$26,145</b>	2023
<a href="#">Eternal Vision Ministries Inc</a>	TN	\$219,089	President	\$22,300	<b>\$22,338</b>	2023
<a href="#">Bold Ventures</a>	OR	\$220,166	President	\$33,000	<b>\$29,205</b>	2023
<a href="#">5g Reformation Ministries</a>	TX	\$220,267	President	\$46,665	<b>\$43,208</b>	2024
<a href="#">Kyampisi Childcare Ministries Inc</a>	IN	\$218,604	Admin Asst/c	\$10,000	<b>\$9,761</b>	2024
<a href="#">Men Of Valor Inc</a>	VA	\$218,543	President	\$45,000	<b>\$40,218</b>	2024
<a href="#">Grow Churches Inc</a>	OH	\$218,456	President	\$10,500	<b>\$10,294</b>	2024
<a href="#">New Hope For The World</a>	WA	\$220,597	Ceo	\$8,232	<b>\$7,023</b>	2023
<a href="#">Ancient Paths Inc</a>	FL	\$220,675	President	\$39,200	<b>\$35,094</b>	2023
<a href="#">Calvary Way Ministries Inc</a>	CA	\$218,215	President	\$142,761	<b>\$114,107</b>	2024
<a href="#">Joy Ministries Corp</a>	KY	\$221,039	Director Crc	\$24,000	<b>\$23,867</b>	2024
<a href="#">Spirit And Truth</a>	OH	\$221,152	President	\$91,500	<b>\$89,706</b>	2024
<a href="#">Lux Digital Church</a>	PA	\$217,753	Chairman And Temporary Treasurer	\$57,544	<b>\$54,687</b>	2023
<a href="#">The Octet Collaborative Inc</a>	MA	\$217,658	Senior Theologian	\$60,000	<b>\$51,382</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cityforce Inc</a>	CO	\$221,350	President	\$90,000	<b>\$82,241</b>	2023
<a href="#">International Love Ministries Inc</a>	OK	\$217,498	President	\$81,720	<b>\$85,754</b>	2023
<a href="#">Trinity World Missions Inc</a>	NC	\$221,527	President	\$36,000	<b>\$34,431</b>	2024
<a href="#">Katartismos Global Inc</a>	VA	\$221,541	Office Manager	\$12,000	<b>\$10,725</b>	2024
<a href="#">Peter &amp; Jill Mehl Ministries</a>	ND	\$217,345	President	\$28,000	<b>\$28,442</b>	2024
<a href="#">Footsteps Experience Inc</a>	CO	\$221,637	President	\$75,000	<b>\$66,568</b>	2024
<a href="#">Women In Ministry Conference Inc</a>	GA	\$221,684	Executive Director	\$6,000	<b>\$5,584</b>	2024
<a href="#">Als Family Of Faith</a>	AZ	\$221,726	Director	\$27,001	<b>\$24,036</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	858 organizations. Compensation range \$52–\$438,081; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$219,474); for reference, expenses \$350,296 and assets \$177,691. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Jake Zaske, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	36 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	32 <sup>nd</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	35 <sup>th</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 (Jake Zaske) 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 858 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,250 is reasonable (approximately the 36<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 9, 2026.