

Richard Bush Renewal Center

Executive Director / CEO

EIN 861533084
 MI · NTEE X20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Sandra Traver, Executive Director / CEO** (\$13,000) against **every comparable organization** that fit the selection criteria — **427** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Sandra Traver — reported title “EXECUTIVE DIRECTOR”, 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 \$99,417 and \$222,576 — 0.67x to 1.50x the subject's \$148,384 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

427 organizations qualified on sector, size, and geography → **427** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,632	\$21,757	\$38,405	\$68,778	\$99,034	\$13,000
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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 MI 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
Herrin Ministries Inc	TN	\$148,384	President	\$81,000	\$80,122	2024
Religious Of The Incarnate Word	CA	\$148,616	Chief Executive Officer	\$21,000	\$17,065	2024
Power Of One Christian Coaching And Outreach Ministries	NJ	\$148,692	President	\$31,700	\$26,635	2024
Red Ink Revival Inc	KS	\$148,011	President	\$118,264	\$120,232	2024
Soulteam Inc	OK	\$147,942	President	\$70,400	\$72,949	2024
Alandi Ashram Alandi Ayurveda Clinic	CO	\$148,890	Executive Director	\$16,500	\$14,889	2024
Move Church	MO	\$147,618	President	\$20,177	\$20,110	2024
Robby Mitchell Ministries Inc	TX	\$149,390	President	\$131,111	\$123,418	2024
Thistlebend Ministries Inc	KY	\$147,349	Executive Di	\$32,500	\$32,859	2024
Loeber Ministries Inc	OK	\$147,344	President	\$46,450	\$48,132	2024
Taylor Ministries Inc	GA	\$147,173	President	\$60,000	\$56,772	2024
Revelation 320 Missionary Ministry And Biblical Teachings Inc	FL	\$146,961	Senior Pastor	\$15,600	\$13,791	2024
Joanna Beck Ministries	AR	\$149,997	Treasurer/secretary	\$7,407	\$8,066	2023
Messianic Ministry To Israel	TN	\$150,174	Executive Director	\$63,535	\$62,846	2024
Jim Gilbert Ministries Inc	FL	\$150,494	President	\$6,470	\$5,889	2023
Shade Tree Ministries	SC	\$151,034	President	\$111,700	\$109,659	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Praise Harvest Ministries	MD	\$145,600	General Overseer	\$30,341	\$27,482	2023
New Paradigm Christian Church	IN	\$145,593	Pastor	\$35,296	\$35,027	2024
Indiana Association Of Christian Schools Inc	IN	\$151,238	Executive Director	\$58,000	\$56,075	2025
Chinese Christian Training	CA	\$151,487	Gn Secretary	\$25,200	\$21,082	2023
Shekinah Glory Ministries	LA	\$145,272	President	\$55,235	\$58,926	2023
Jesus Spoken Here Ministries Inc	GA	\$145,257	President	\$94,380	\$89,302	2024
Camp Hunt Inc	NY	\$151,663	Board Member	\$1,950	\$1,658	2024
St Benedicts Workshop	TX	\$151,815	Director	\$36,000	\$34,889	2023
Jonathan Del Turco Ministries Inc	MA	\$144,922	President	\$140,625	\$118,917	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 427 organizations. Compensation range \$1–\$445,370; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$148,384); for reference, expenses \$152,366 and assets \$622,125.

ROLE MATCH Sandra Traver, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	15 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	14 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 (Sandra Traver) 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 427 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,000 is reasonable (approximately the 15th 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.