

Ekko Worship Alliance

Executive Director / CEO

EIN 863971206

CO · NTEE B90

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Marcia Alverson, Executive Director / CEO** (\$21,108) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

Benchmarked executive: Marcia Alverson — reported title “SECRETARY/TR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B90).

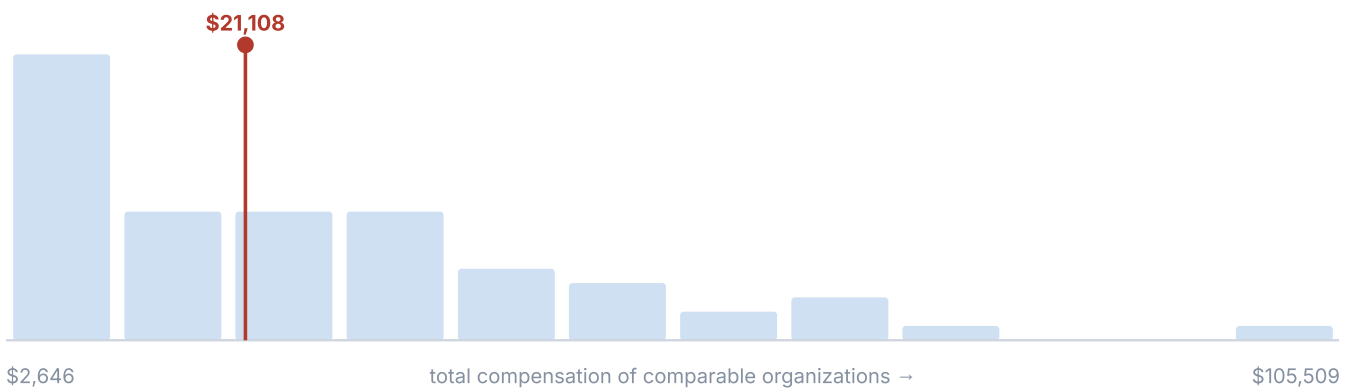
BUDGET Total revenue between \$61,953 and \$138,702 — 0.67x to 1.50x the subject's \$92,468 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

63 organizations qualified on sector, size, and geography

→ **63** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,056	\$8,468	\$21,672	\$36,075	\$55,572	\$21,108
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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 CO 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
Maxmath Tutoring Online Puerto Rico Branch Inc	PR	\$93,174	Ceo	\$5,205	\$5,343	2024
Hope United Community Development Corporation	MN	\$93,754	Executive Director	\$30,223	\$32,913	2023
Stars Math And English Academy	NC	\$93,755	Executive Director	\$10,534	\$11,652	2024
Youth Development Resource Center	CA	\$90,892	Chairman	\$26,725	\$24,703	2024
Maxmath Tutoring Online Inc New York Branch	NY	\$89,929	Ceo	\$5,188	\$5,018	2024
Academic Abundance Inc	NC	\$95,137	Executive Di	\$9,047	\$10,006	2024
10 Academy Corp	CA	\$95,587	Managing Director	\$42,000	\$38,823	2024
King's Kids Foundation Inc	AL	\$89,077	Executive Di	\$36,000	\$41,634	2024
Center For Community Dispute Settlement	CA	\$95,927	Executive-director	\$8,100	\$7,487	2024
Southwest Christian Academy	CA	\$97,710	Executive Director	\$16,255	\$15,025	2024
Maxmath Tutoring Online Inc Texas Branch	TX	\$87,172	Executive Director	\$5,205	\$5,574	2024
Maxmath Tutoring Online South Carolina Branch	SC	\$86,937	Ceo	\$5,205	\$5,813	2024
Maxmath Tutoring Online Maryland Branch Inc	MD	\$86,664	Executive-director	\$5,205	\$5,209	2024
Denver Center For International Studies Foundation	CO	\$86,353	Executive Director	\$54,750	\$56,199	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bay Area Financial Educ Foundation	CA	\$86,047	Executive Director	\$31,350	\$28,978	2024
Mscbs Support Corporation	NE	\$99,990	President	\$6,137	\$6,884	2025
Uncw Corporation li	NC	\$83,356	President	\$46,916	\$50,556	2025
United States Earth Science	OK	\$102,526	Executive Di	\$29,162	\$34,375	2024
Minnesota Trucking Association	MN	\$103,488	President	\$14,000	\$15,246	2023
Totally Local Vc Agricultural Education Foundation	CA	\$106,012	President, Treasurer, Director	\$19,000	\$17,563	2024
Maxmath Tutoring Online Inc Dc Branch	DC	\$78,567	Ceo	\$5,205	\$4,890	2024
The Human Potential Center	TX	\$107,137	Executive Director	\$4,244	\$4,679	2023
Maxmath Tutoring Online Inc	GA	\$77,264	President	\$5,205	\$5,603	2024
Oxford City Schools Education Foundation	AL	\$77,120	Executive Director	\$25,200	\$30,004	2023
Confrerie De La Chaine Des Rotisseurs	NJ	\$108,104	Executive Director	\$16,971	\$16,220	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 63 organizations. Compensation range \$2,646–\$105,509; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$92,468); for reference, expenses \$102,538 and assets \$18,234.

ROLE MATCH	Marcia Alverson, reported title " <i>SECRETARY/TR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	2 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	49 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	44 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 (Marcia Alverson) 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 63 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,108 is reasonable (approximately the 49th 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.