

# Global Mission Nepal Inc

Executive Director / CEO

EIN 871593570

NC · NTEE X21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dan Pokharel, Executive Director / CEO** (\$99,504) against **every comparable organization** that fit the selection criteria — **319** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Dan Pokharel — 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 (X21).

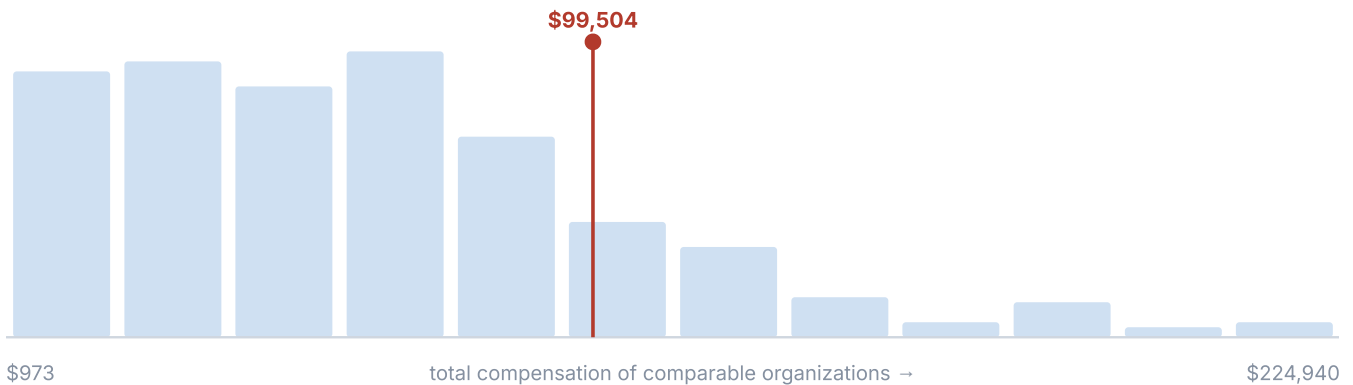
**BUDGET** Total revenue between \$228,466 and \$511,492 — 0.67x to 1.50x the subject's \$340,995 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

**319** organizations qualified on sector, size, and geography

→ **319** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,027	\$29,841	\$57,286	\$84,167	\$120,335	\$99,504
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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 NC 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="#">Exago Ministries Inc</a>	AR	\$340,559	President	\$170,700	<b>\$185,698</b>	2024
<a href="#">Truthxchange Inc</a>	CA	\$340,510	Executive Di	\$119,947	<b>\$103,201</b>	2023
<a href="#">Finding Purpose</a>	NC	\$342,136	Executive Di	\$91,721	<b>\$91,721</b>	2024
<a href="#">On The Go Ministries</a>	TN	\$338,861	President	\$52,885	<b>\$55,389</b>	2023
<a href="#">Liberated Living Ministries Inc</a>	OK	\$343,980	President	\$122,400	<b>\$134,292</b>	2023
<a href="#">Wordalone Ministries</a>	NC	\$337,553	Ceo	\$78,380	<b>\$78,380</b>	2024
<a href="#">E3 Elevating Education Everywhere Inc</a>	TN	\$336,833	President/treasurer	\$30,000	<b>\$30,519</b>	2024
<a href="#">Vision Street Ministries Inc</a>	GA	\$346,018	President	\$95,000	<b>\$95,176</b>	2023
<a href="#">Christian Science Provider Network</a>	MA	\$335,891	Executive Director	\$46,894	<b>\$40,783</b>	2024
<a href="#">Inspirational Gospel Assembly Inc</a>	NY	\$346,179	President	\$31,500	<b>\$27,548</b>	2024
<a href="#">Etowah Baptist Missions Center</a>	AL	\$335,175	Executive Director	\$45,294	<b>\$47,357</b>	2024
<a href="#">Public Servants Prayer Inc</a>	IN	\$333,943	President	\$60,000	<b>\$61,236</b>	2024
<a href="#">The Single Mom Kc</a>	KS	\$333,756	Executive Director	\$66,000	<b>\$71,044</b>	2023
<a href="#">Baptist Church Planting Ministry</a>	TN	\$333,361	President And General Director	\$160,444	<b>\$163,219</b>	2024
<a href="#">Mormon Discussion Inc</a>	UT	\$348,766	President	\$100,000	<b>\$101,979</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Endurance With Jan &amp; Dave Dravecky</a>	KS	\$332,320	President	\$54,205	<b>\$55,214</b>	2025
<a href="#">Brake Ministries International</a>	FL	\$332,074	President	\$140,366	<b>\$127,618</b>	2024
<a href="#">The Brook Ministries Inc</a>	TX	\$331,955	Executive Dir.	\$84,000	<b>\$81,321</b>	2024
<a href="#">Word Alive Ministries</a>	GA	\$350,553	President	\$81,000	<b>\$78,822</b>	2024
<a href="#">Triumphant Living Ministries Inc</a>	TN	\$350,720	President/chairman	\$169,886	<b>\$177,929</b>	2023
<a href="#">Hope &amp; Passion Ministries Inc</a>	PA	\$351,182	President Chair Acting Vice Chair	\$114,675	<b>\$110,676</b>	2024
<a href="#">L2I Inc</a>	GA	\$351,567	Metro Co-director	\$81,894	<b>\$82,046</b>	2023
<a href="#">Peace And Grace Ministries</a>	IN	\$330,127	Vice Preside	\$65,000	<b>\$68,299</b>	2023
<a href="#">Kingdom Conditioning Ministries</a>	CA	\$352,610	President	\$237,414	<b>\$198,407</b>	2024
<a href="#">Gary &amp; Drenda Keesee Ministries</a>	OH	\$352,916	President	\$157,000	<b>\$160,934</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **319** organizations. Compensation range \$973–\$224,940; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$340,995); for reference, expenses \$246,036 and assets \$181,487.

ROLE MATCH	Dan Pokharel, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	12 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	82 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	80 <sup>th</sup>
Reportable pay only (column D), adjusted	77 <sup>th</sup>
All sources (D + E + F), adjusted	81 <sup>st</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 (Dan Pokharel) 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 319 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,504 is reasonable (approximately the 82<sup>nd</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.