

Vantage Leadership Initiative

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Nathan Eldridge, Executive Director / CEO** (\$113,300) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Nathan Eldridge — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (X20).

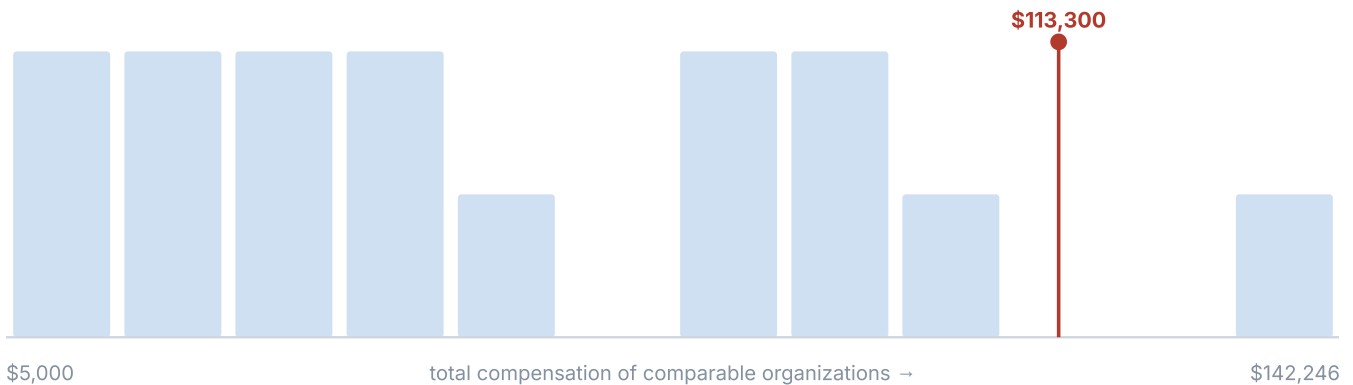
BUDGET Total revenue between \$326,038 and \$729,936 — 0.67x to 1.50x the subject's \$486,624 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20) + AL + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,644	\$25,979	\$48,388	\$86,918	\$100,468	\$113,300
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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 AL 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
Nazareth Educational Ministries	AL	\$483,132	President	\$47,000	\$48,388	2023
Aim Moldova	AL	\$474,644	President/ce	\$86,623	\$89,182	2023
New Vision Christian Church	AL	\$449,556	Pastor	\$142,246	\$142,246	2024
Fixed Point Foundation	AL	\$408,720	Executive Director	\$57,120	\$57,120	2024
Mission Driven Ministries Inc	AL	\$565,347	Director Of Accounting	\$27,866	\$28,689	2023
Hope Everlasting Ministry	AL	\$392,943	Pastor	\$39,938	\$41,118	2023
Awaken Inc	AL	\$355,603	President	\$95,293	\$95,293	2024
Hub Community Development Corporation	AL	\$351,943	Executive Director	\$30,000	\$30,886	2023
San Pedro Sula Dream Center Inc	AL	\$345,792	Ceo	\$5,000	\$5,000	2024
Kingdom Bridges Ministries	AL	\$629,865	Executive Director	\$84,654	\$84,654	2024
Stained Glass Ministries Inc	AL	\$337,388	President	\$78,485	\$80,803	2023
Hands Of Hope International	AL	\$333,015	Hunt	\$22,600	\$23,268	2023
Soar Global Inc	AL	\$330,739	Vice Preside	\$18,000	\$18,000	2024
Crossing Ag	AL	\$666,569	Pastor	\$12,050	\$12,406	2023
Next Level Worship International	AL	\$668,563	President	\$103,918	\$103,918	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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	15 organizations. Compensation range \$5,000–\$142,246; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$486,624); for reference, expenses \$474,762 and assets \$205,549.
ROLE MATCH	Nathan Eldridge, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	93 rd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	87 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 (Nathan Eldridge) 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 15 similarly situated organizations (Same NTEE sector (X20) + AL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$113,300 is reasonable (approximately the 93rd 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.