

Goby International Ministries

Executive Director / CEO

EIN 873317230
 TX · NTEE X20
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Toby Slough, Executive Director / CEO** (\$14,400) against **every comparable organization** that fit the selection criteria — **124** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

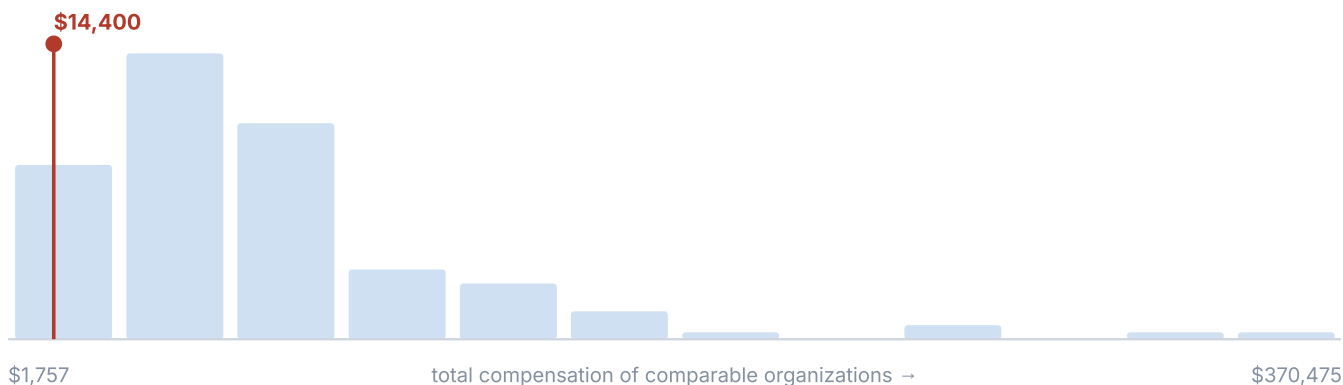
Benchmarked executive: Toby Slough — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$299,461 and \$670,437 — 0.67x to 1.50x the subject's \$446,958 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

124 organizations qualified on sector, size, and geography → **124** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,608	\$37,141	\$62,237	\$89,927	\$138,935	\$14,400
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 10TH
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\$14,400



● 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 TX 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
Rig Global Dfw	TX	\$447,021	Director	\$6,099	\$5,924	2024
Fundacristo Missions International	TX	\$450,133	President	\$27,700	\$27,700	2023
Levanta Ministries	TX	\$442,759	President	\$36,000	\$34,967	2024
Bible Outreach Ministries	TX	\$453,907	President	\$13,000	\$13,000	2023
Reconciliation Ministries International Inc	TX	\$457,182	President	\$67,500	\$65,563	2024
Care Drops International	TX	\$434,631	President	\$63,000	\$61,193	2024
Christ Is Life Ministries	TX	\$461,398	Founder	\$64,302	\$62,457	2024
Ruachway	TX	\$431,044	Secretary, Director, Priest-in-charge	\$42,000	\$42,000	2023
Crossway International Inc	TX	\$429,360	Ceo	\$129,639	\$125,920	2024
Swanberg Christian Ministries	TX	\$464,583	President	\$170,222	\$170,222	2023
Relationships For Christ Ministries	TX	\$427,905	President	\$45,400	\$45,400	2023
Christ Counseling Ministry Inc	TX	\$467,658	Executive Director	\$36,663	\$35,611	2024
Charis Streams Missions	TX	\$424,118	President/di	\$12,000	\$11,656	2024
Heart For The World Ministries	TX	\$421,467	Pres. / Executive Director	\$55,575	\$55,575	2023
Iglesia Evangelica Filadelfia Of Sherman	TX	\$475,526	Senior Pastor	\$42,200	\$42,200	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
True North Retreats	TX	\$475,864	Executive Director	\$161,653	\$157,015	2024
Harvest Family Life Ministries	TX	\$415,540	Ceo	\$125,000	\$125,000	2023
Bible Passages	TX	\$482,551	Director	\$50,000	\$48,566	2024
Truth Life And Word Outreach Organization	TX	\$484,894	Admin/outreach	\$62,692	\$62,692	2023
Ucb International Ministries	TX	\$408,930	Director	\$45,757	\$44,444	2024
Program For Humanitarian Aid Inc	TX	\$485,521	Co-exec. Direct	\$57,700	\$56,045	2024
New Creation Training Center Inc	TX	\$405,837	President	\$63,245	\$61,431	2024
Christ Healing Center Ministries	TX	\$404,552	Executive Director	\$39,583	\$38,447	2024
Jerusalem Seminary	TX	\$492,226	Dir./president	\$55,440	\$53,849	2024
For Her	TX	\$400,509	Ceo	\$83,634	\$81,235	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **124** organizations. Compensation range \$1,757–\$370,475; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$446,958); for reference, expenses \$393,762 and assets \$224,770.

ROLE MATCH	Toby Slough, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	9 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 (Toby Slough) 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 124 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,400 is reasonable (approximately the 10th 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.