

Tcmg Holdings

Executive Director / CEO

EIN 873626329

CO · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robert Hudson, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Robert Hudson — reported title "Creative Dir.", 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 (X20).

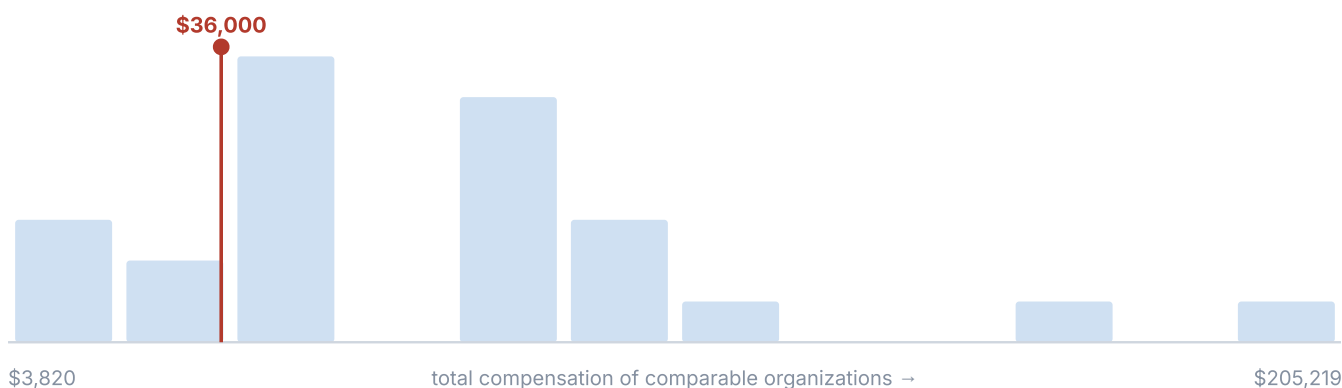
BUDGET Total revenue between \$105,327 and \$235,807 — 0.67x to 1.50x the subject's \$157,205 (the band tightens as size grows).

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

24 organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,550

\$39,413

\$63,909

\$87,821

\$108,795

\$36,000



■ 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
Alandi Ashram Alandi Ayurveda Clinic	CO	\$148,890	Executive Director	\$16,500	\$16,500	2024
Exchanged Life Ministries	CO	\$173,368	Secretary	\$76,860	\$79,130	2023
The Ezra Project Inc	CO	\$136,449	President	\$53,100	\$53,100	2024
Empty Tomb Ministries	CO	\$131,438	Director	\$114,000	\$111,061	2025
Neshama Center	CO	\$129,519	Executive Director	\$199,331	\$205,219	2023
Living Loved Project	CO	\$122,365	President	\$54,000	\$54,000	2024
Lighthouse Network Inc	CO	\$192,520	President	\$76,928	\$79,200	2023
Outfitters For Christ	CO	\$197,366	Executive Dir.	\$44,665	\$44,665	2024
Worshipmob	CO	\$199,295	Executive Director	\$38,462	\$39,598	2023
Brazil Outreach Ministries Unlimited	CO	\$114,536	Secr/treasurer	\$6,000	\$6,000	2024
Mazatlan Missions	CO	\$111,903	Executive Director/officer	\$3,300	\$3,820	2021
Haven Ministries	CO	\$203,902	President	\$100,000	\$100,000	2024
Hope Emmanuel	CO	\$205,250	Independ Con	\$164,494	\$164,494	2024
Encouragement Incorporated	CO	\$208,127	President	\$38,858	\$38,858	2024
Mission Mobilization International	CO	\$105,694	President	\$71,700	\$73,818	2023
U-turn For Christ - Colorado	CO	\$211,717	President	\$45,600	\$45,600	2024
Golf Fore Christ Inc	CO	\$214,623	President	\$30,000	\$30,000	2024
In Christ Ministries Inc	CO	\$216,536	President	\$73,242	\$75,405	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cityforce Inc	CO	\$221,350	President	\$90,000	\$92,658	2023
Footsteps Experience Inc	CO	\$221,637	President	\$75,000	\$75,000	2024
Koome Ministries Inc	CO	\$225,673	President	\$86,208	\$86,208	2024
Legacy Relief Project	CO	\$229,708	President	\$50,000	\$50,000	2024
Iglesia De Restauracion Mision Elim Greeley Inc	CO	\$230,057	Treasurer	\$35,350	\$35,350	2024
Digital Bibles For The World	CO	\$232,319	President	\$100,538	\$103,508	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 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	24 organizations. Compensation range \$3,820–\$205,219; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$157,205); for reference, expenses \$47,564 and assets \$142,667. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Robert Hudson, reported title " <i>Creative Dir.</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.
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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	21 st

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 (Robert Hudson) 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 24 similarly situated organizations (Same NTEE sector (X20) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 21st 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.