

# Carm Inc

Executive Director / CEO

EIN 874009331

ID · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Matthew Slick, Executive Director / CEO** (\$78,555) against **every comparable organization** that fit the selection criteria — **1007** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76<sup>th</sup>** percentile of comparable organizations within the typical range

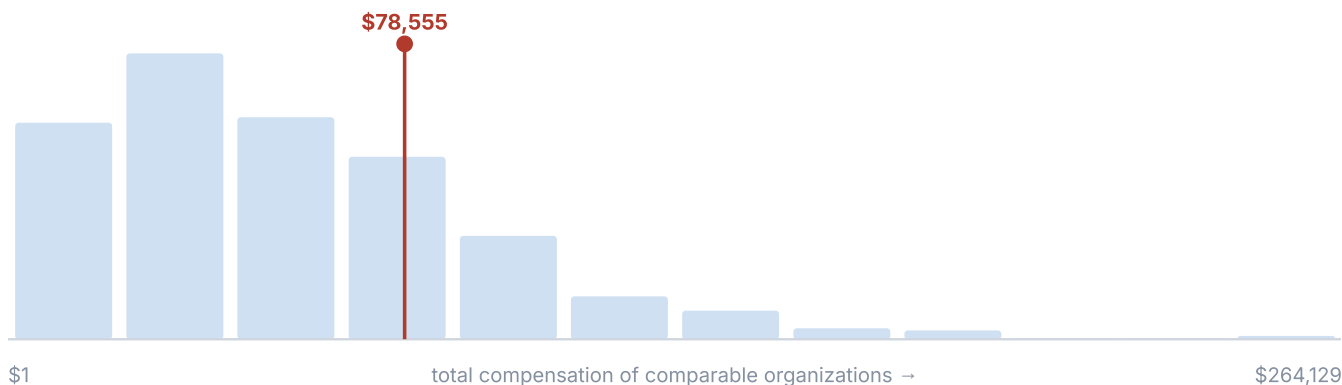
**Benchmarked executive:** Matthew Slick — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$173,716 and \$388,918 — 0.67x to 1.50x the subject's \$259,279 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

**1,007** organizations qualified on sector, size, and geography → **1,007** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,293	\$26,262	\$47,935	\$77,646	\$107,346	\$78,555
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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 ID 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="#">Global Broadcasting Service Of Hawaii</a>	HI	\$259,343	Office Person	\$36,256	<b>\$29,639</b>	2024
<a href="#">Caring For The Heart Ministries</a>	CO	\$259,175	President	\$49,466	<b>\$44,588</b>	2023
<a href="#">The Freedom Center Inc</a>	IN	\$259,383	Executive Di	\$22,618	<b>\$22,422</b>	2023
<a href="#">Whitefield Project</a>	TX	\$259,137	Director	\$139,542	<b>\$131,215</b>	2023
<a href="#">Love Inc Of Greater Hershey</a>	PA	\$259,558	Executive Di	\$39,558	<b>\$37,083</b>	2023
<a href="#">Solomons Porch Worship Center</a>	MD	\$259,584	Employee-internal Auditor And Acc	\$33,350	<b>\$29,310</b>	2023
<a href="#">Kingdom Investment International</a>	OH	\$258,950	President/ce	\$45,000	<b>\$44,804</b>	2023
<a href="#">Submerge Church</a>	CA	\$259,705	Main Chair	\$76,020	<b>\$59,937</b>	2024
<a href="#">Harvest Aviation Inc</a>	FL	\$259,746	Executive Di	\$33,850	<b>\$29,035</b>	2024
<a href="#">Straightway Ministry Inc</a>	TN	\$259,768	President	\$42,568	<b>\$40,855</b>	2024
<a href="#">Freedom 58 Project Incorporated</a>	CO	\$259,846	Director	\$79,426	<b>\$69,539</b>	2024
<a href="#">Fellowship Church Of Texas</a>	TX	\$258,693	Pastor	\$85,550	<b>\$78,138</b>	2024
<a href="#">Mac Ministries</a>	MN	\$260,224	Executive Director	\$100,796	<b>\$93,626</b>	2023
<a href="#">Our Ladys Pilgrimage Inc</a>	CT	\$258,277	Chair	\$38,000	<b>\$33,493</b>	2023
<a href="#">Love The Hub Inc</a>	TX	\$260,307	Executive Di	\$65,000	<b>\$59,368</b>	2024
<a href="#">House Of Wisdom - Chrída</a>	PA	\$260,369	Senior Pastor	\$2,000	<b>\$1,821</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Forge Room Foundation</a>	TX	\$260,498	Ceo	\$162,395	<b>\$148,324</b>	2024
<a href="#">Riverwind Inc</a>	WI	\$258,051	Ceo	\$60,000	<b>\$57,215</b>	2024
<a href="#">Warm An Loving Ministries Inc</a>	CA	\$260,600	President	\$130,000	<b>\$105,524</b>	2023
<a href="#">Legacy Outdoor Ministries</a>	GA	\$260,604	Founder/dire	\$45,833	<b>\$42,078</b>	2024
<a href="#">Kamlim Mission Center</a>	CA	\$260,624	Ceo/pastor	\$18,000	<b>\$14,192</b>	2024
<a href="#">Richmond Urban Dance Inc</a>	VA	\$257,896	Director	\$37,410	<b>\$32,981</b>	2024
<a href="#">Faith In New York</a>	NY	\$260,798	Executive Director	\$95,667	<b>\$78,932</b>	2024
<a href="#">Redeeming The Nations Ministries Inc</a>	OR	\$260,874	Founder And President	\$84,000	<b>\$73,330</b>	2023
<a href="#">Focus Evangelistic Ministries Inc</a>	GA	\$257,650	President	\$12,675	<b>\$11,636</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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** 1007 organizations. Compensation range \$1–\$264,129; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$259,279); for reference, expenses \$239,478 and assets \$43,079.

**ROLE MATCH** Matthew Slick, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	76 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	70 <sup>th</sup>
Reportable pay only (column D), adjusted	79 <sup>th</sup>
All sources (D + E + F), adjusted	75 <sup>th</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 (Matthew Slick) 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 1007 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,555 is reasonable (approximately the 76<sup>th</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.