

Limitless Church

Executive Director / CEO

EIN 874107030

OK · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Randy Henderson, Executive Director / CEO** (\$31,000) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

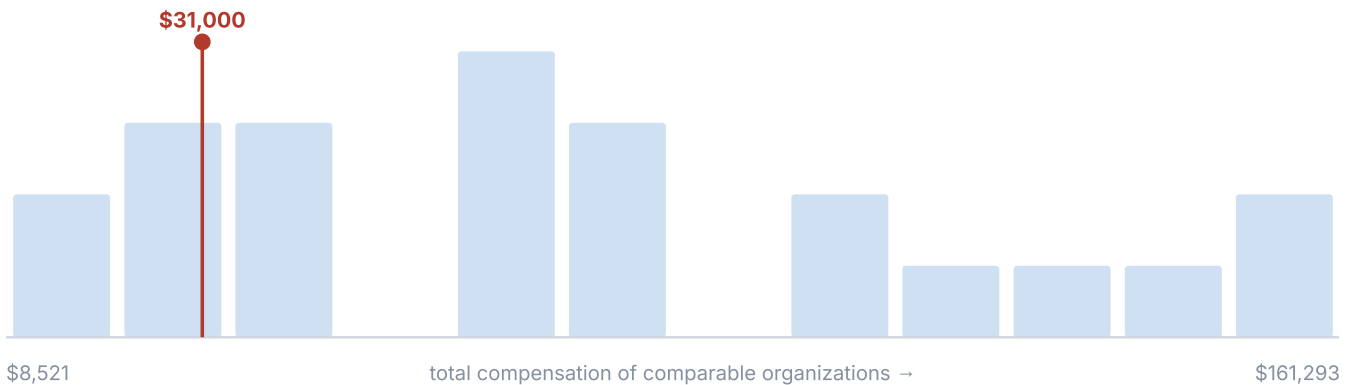
Benchmarked executive: Randy Henderson — reported title “PRESIDENT / PASTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (X20).
- BUDGET Total revenue between \$218,106 and \$488,298 — 0.67x to 1.50x the subject's \$325,532 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (X20) + OK + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,000	\$38,610	\$69,580	\$101,209	\$139,162	\$31,000
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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 OK 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
Spread The Word Ministries Worship	OK	\$316,936	Ceo	\$26,000	\$26,000	2024
Discipleability Ministries Inc	OK	\$336,586	Executive Director	\$39,690	\$39,690	2024
John Lynch Speaks Inc	OK	\$306,685	Vice-president	\$151,394	\$151,394	2024
Falcos Children Africa Inc	OK	\$303,773	President/treasurer	\$12,539	\$12,909	2023
Go Middle East Inc	OK	\$288,727	President	\$8,521	\$8,521	2024
Keith Wheeler Ministries Inc	OK	\$282,207	President	\$112,830	\$116,163	2023
Insight International Inc	OK	\$277,251	President	\$70,800	\$72,891	2023
Wagner Ministries International	OK	\$266,120	Director	\$66,000	\$67,949	2023
World Missions To Asia	OK	\$395,219	President	\$66,600	\$66,600	2024
One More International Inc	OK	\$250,044	Ceo	\$45,585	\$45,585	2024
Yod Associates Inc	OK	\$248,963	Director	\$140,400	\$140,400	2024
Crossover Ministry Association	OK	\$248,418	Director	\$69,167	\$71,210	2023
Final Days International	OK	\$245,820	President	\$30,000	\$30,000	2024
Safari Mission Usa Inc	OK	\$410,773	President	\$77,784	\$77,784	2024
Beyond Restoration Ministries Inc	OK	\$238,773	President	\$128,019	\$128,019	2024
Acceptable Gift Inc	OK	\$237,284	President	\$161,293	\$161,293	2024
Gary Crowl International Ministries Inc	OK	\$225,344	President	\$38,250	\$38,250	2024
Relentless Ministries	OK	\$223,928	President	\$73,880	\$73,880	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lisa Bain Ministries Inc	OK	\$434,467	President	\$60,000	\$61,772	2023
Greg Fritz Ministries Inc	OK	\$443,415	President	\$96,000	\$98,836	2023
The Forgotten Church Inc	OK	\$444,042	President	\$26,000	\$26,000	2024
For Gods Glory Ministries Inc	OK	\$483,130	President	\$102,000	\$102,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 22 organizations. Compensation range \$8,521–\$161,293; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$325,532); for reference, expenses \$324,678 and assets \$76,782.

ROLE MATCH Randy Henderson, reported title "*PRESIDENT / PASTOR*", 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.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	23rd
Total compensation (D + F), as reported (no adjustments)	23rd
Reportable pay only (column D), adjusted	32nd
All sources (D + E + F), adjusted	23rd

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 (Randy Henderson) 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 22 similarly situated organizations (Same NTEE sector (X20) + OK + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,000 is reasonable (approximately the 23rd 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.