

# Shadetree Christian Counseling Inc

Executive Director / CEO

EIN 882015155

FL · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David C Scott, Executive Director / CEO** (\$126,769) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

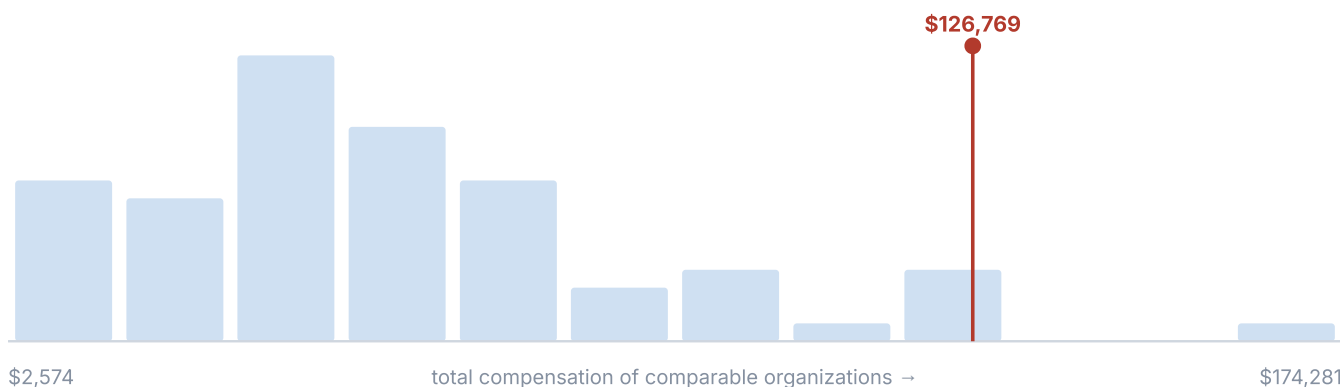
**Benchmarked executive:** David C Scott — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$167,884 and \$375,861 — 0.67x to 1.50x the subject's \$250,574 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + FL + budget 0.67–1.5x revenue.

**67** organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,488	\$30,942	\$46,844	\$67,802	\$98,185	<b>\$126,769</b>
----------	----------	----------	----------	----------	------------------



## ● 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 FL 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="#">Testudo Ministries Inc</a>	FL	\$250,405	President	\$2,500	<b>\$2,574</b>	2023
<a href="#">Life Impact For Eternity International Inc</a>	FL	\$250,770	President	\$64,800	<b>\$64,800</b>	2024
<a href="#">Hand Up To Victory Inc</a>	FL	\$248,924	Chief Executive Officer	\$48,252	<b>\$48,252</b>	2024
<a href="#">Ministerio Conexion Divina Inc</a>	FL	\$246,180	President	\$19,000	<b>\$19,000</b>	2024
<a href="#">Harvest Aviation Inc</a>	FL	\$259,746	Executive Di	\$33,850	<b>\$33,850</b>	2024
<a href="#">Florida Coalition Of Christian</a>	FL	\$241,263	President	\$64,740	<b>\$64,740</b>	2024
<a href="#">Love Unveiled Inc</a>	FL	\$261,361	President/director	\$67,733	<b>\$67,733</b>	2024
<a href="#">Camp Dovewood Inc</a>	FL	\$262,332	Director/pre	\$20,000	<b>\$20,000</b>	2024
<a href="#">The Genesis Youth Project Inc</a>	FL	\$264,215	Exec. Direct	\$33,054	<b>\$34,030</b>	2023
<a href="#">United States Institute Of</a>	FL	\$265,594	President	\$24,000	<b>\$24,000</b>	2024
<a href="#">The Kingdom Institute Inc</a>	FL	\$232,028	President	\$42,500	<b>\$42,500</b>	2024
<a href="#">Streams Of Life Worship Center</a>	FL	\$269,705	President	\$51,136	<b>\$52,646</b>	2023
<a href="#">Living New Ministries International</a>	FL	\$271,951	President	\$6,500	<b>\$6,500</b>	2024
<a href="#">Elpis International</a>	FL	\$228,229	President	\$38,400	<b>\$38,400</b>	2024
<a href="#">Frontline International Inc</a>	FL	\$227,817	President	\$114,245	<b>\$117,619</b>	2023
<a href="#">Concilio Iglesia De Dios Misionera Inc</a>	FL	\$226,530	Director	\$20,000	<b>\$20,591</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Just A Preacher Ministries Inc</a>	FL	\$226,387	President	\$100,000	<b>\$100,000</b>	2024
<a href="#">Ministerio Internacional Casa De Amor Inc</a>	FL	\$276,706	Director	\$32,267	<b>\$32,267</b>	2024
<a href="#">Patriarch Tikhon Russian-american Music</a>	FL	\$222,754	Ceo	\$50,000	<b>\$50,000</b>	2024
<a href="#">Christian Surfers Of North America</a>	FL	\$279,680	Finance Operations	\$67,000	<b>\$68,979</b>	2023
<a href="#">Ancient Paths Inc</a>	FL	\$220,675	President	\$39,200	<b>\$40,358</b>	2023
<a href="#">New Life Outreach Ministry Inc</a>	FL	\$280,538	Bd Member Ceo	\$12,025	<b>\$12,380</b>	2023
<a href="#">Harvest Of Life Inc</a>	FL	\$215,899	Chairman	\$32,500	<b>\$32,500</b>	2024
<a href="#">St Clare Sisters Retreat Ministry Inc</a>	FL	\$212,449	Secretary/treasurer	\$8,000	<b>\$8,000</b>	2024
<a href="#">Cyber Civil Rights Initiative Inc</a>	FL	\$211,684	Executive Director	\$80,000	<b>\$82,363</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	67 organizations. Compensation range \$2,574–\$174,281; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$250,574); for reference, expenses \$252,222 and assets \$2,125.
ROLE MATCH	David C Scott, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	97 <sup>th</sup>
Reportable pay only (column D), adjusted	99 <sup>th</sup>
All sources (D + E + F), adjusted	97 <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 (David C Scott) 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 67 similarly situated organizations (Same NTEE sector (X20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$126,769 is reasonable (approximately the 97<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.