

This analysis benchmarks the total compensation of **Eric Conn, Executive Director / CEO** (\$31,603) against **every comparable organization** that fit the selection criteria — **40** 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

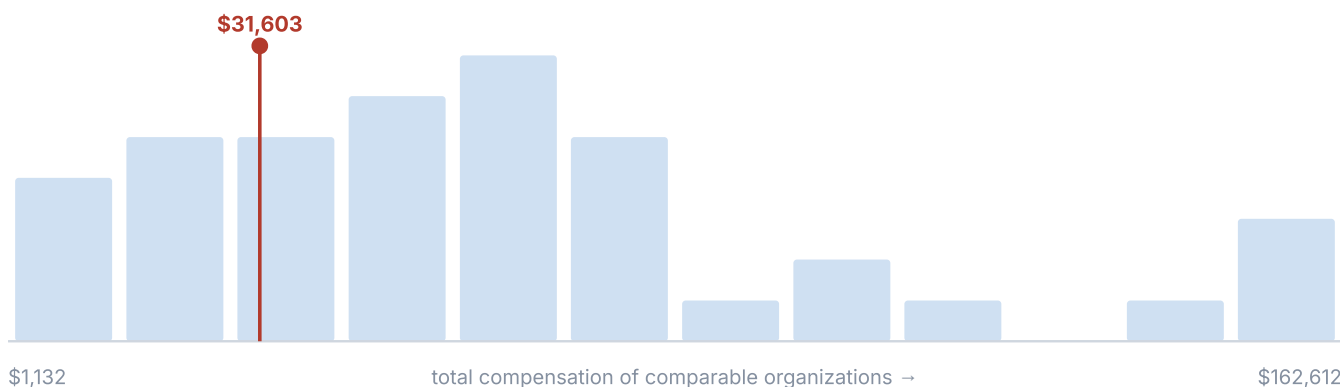
Benchmarked executive: Eric Conn — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X80).
BUDGET	Total revenue between \$243,166 and \$544,402 — 0.67x to 1.50x the subject's \$362,935 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X80), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,681	\$33,669	\$53,305	\$73,366	\$121,326	\$31,603
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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 UT 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
Catholics Come Home Inc	GA	\$355,689	Founder & President	\$165,522	\$162,612	2024
Pastoral Center	CA	\$347,278	Executive Director & Chief Financial Officer	\$83,941	\$70,821	2024
Jude 3 Project Inc	FL	\$346,391	President	\$41,980	\$38,532	2024
Windows Of Heaven Inc	CA	\$342,582	President	\$73,522	\$62,030	2024
10000 Fathers Inc	CO	\$383,737	Executive Di	\$46,200	\$44,563	2023
Hermano Pablo Ministries	CA	\$384,739	Pastoral Counselor	\$66,480	\$56,089	2024
365 Islamic Education Network	TX	\$385,927	Director	\$60,000	\$58,642	2024
Orthodox Christian Ministries Inc	CA	\$334,432	Director	\$30,000	\$25,311	2024
Proyecto Fuerte Pregon	TX	\$333,602	Director	\$34,477	\$34,692	2023
Mission Delafe Inc	MD	\$321,742	President	\$45,500	\$42,790	2023
Hollywood Prayer Network Inc	CA	\$404,268	Executive Dir.	\$67,323	\$56,800	2024
The Roys Report Nfp	IL	\$319,095	President	\$76,561	\$75,714	2023
Sheryl Brady Ministries Inc	TX	\$318,319	President	\$138,483	\$139,346	2023
Impact Television Network	CA	\$303,990	Chernyetsky	\$15,600	\$13,162	2024
Vietnamese Outreach International	VA	\$291,604	President	\$49,432	\$46,634	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Little Brothers Friends Of The Elderly	OH	\$442,402	Executive Director	\$71,000	\$73,475	2024
Highway 19 Ministries	WA	\$277,333	President	\$25,200	\$22,044	2024
Friends Of The Bridegroom	MO	\$275,560	Chairman	\$18,000	\$18,147	2025
All Catholic Studios	CA	\$451,714	Ceo	\$96,750	\$84,039	2023
Mustard Seed Ministry Inc	OR	\$452,440	President	\$34,310	\$32,050	2023
Creative Media Ministries Inc	CA	\$272,426	President	\$68,173	\$57,517	2024
Two Guys And A Bible Inc	MO	\$270,791	President	\$21,554	\$22,965	2023
Ao Lab	MI	\$269,464	Executive Director	\$12,000	\$11,790	2025
Lifegate Inc	IN	\$267,523	President	\$54,000	\$57,283	2023
Church Prayer Leaders Network Inc	IN	\$260,838	Chairman	\$46,000	\$47,397	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 **40** organizations. Compensation range \$1,132–\$162,612; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$362,935); for reference, expenses \$445,591 and assets \$2,034.

ROLE MATCH	Eric Conn, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	23 rd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	23 rd

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 (Eric Conn) 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 10, 2026, comparing compensation against 40 similarly situated organizations (Same NTEE sector (X80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,603 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 10, 2026.