

# 10 Billion Strong

Executive Director / CEO

EIN 882393047

MO · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Patrick Arnold, Executive Director / CEO** (\$46,560) against **every comparable organization** that fit the selection criteria — **383** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49<sup>th</sup>** percentile of comparable organizations within the typical range

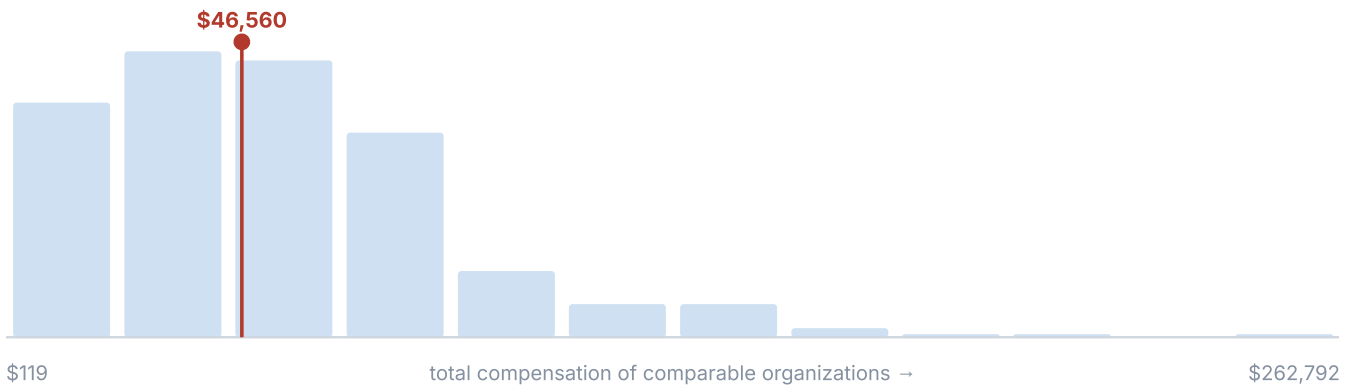
**Benchmarked executive:** Patrick Arnold — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$169,103 and \$378,589 — 0.67x to 1.50x the subject's \$252,393 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

**383** organizations qualified on sector, size, and geography → **383** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,995	\$28,389	\$47,434	\$70,805	\$95,360	<b>\$46,560</b>
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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 MO 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="#">Evangelicals For Democracy</a>	VA	\$252,763	President & Ceo	\$20,157	<b>\$18,375</b>	2024
<a href="#">Cedar Hall Classical Academy</a>	TX	\$253,308	President	\$7,617	<b>\$7,009</b>	2025
<a href="#">Association Of Paroling Authorities</a>	TX	\$251,327	Executive Director	\$19,900	<b>\$19,350</b>	2023
<a href="#">Plan Pais Inc</a>	CT	\$253,841	Executive Di	\$62,100	<b>\$56,597</b>	2023
<a href="#">Nashville Coaching Coalition</a>	TN	\$254,196	Executive Director	\$100,401	<b>\$102,585</b>	2023
<a href="#">San Diego Writers Ink</a>	CA	\$254,748	Executive Director	\$85,208	<b>\$67,678</b>	2025
<a href="#">Informed California Foundation</a>	CA	\$254,981	President	\$900	<b>\$734</b>	2024
<a href="#">Kaleidoscope Child Foundation</a>	GA	\$255,502	Exec Director	\$40,000	<b>\$39,094</b>	2023
<a href="#">Byrne Institute</a>	TX	\$249,283	Executive Director	\$70,000	<b>\$68,064</b>	2023
<a href="#">Chess Education Foundation Inc</a>	KY	\$249,241	President And Executive Director	\$23,998	<b>\$25,062</b>	2023
<a href="#">Buffalo Sports Wellness Association Inc</a>	NY	\$249,176	Manager	\$26,000	<b>\$22,837</b>	2023
<a href="#">Hispanic Educational Technology Services Inc</a>	PR	\$255,749	Executive Director	\$73,034	<b>\$75,191</b>	2023
<a href="#">Ideals Foundation Inc</a>	GA	\$256,117	Ceo/bd Member	\$115,000	<b>\$109,173</b>	2024
<a href="#">Massachusetts Organization Of Educational Collaboratives</a>	MA	\$248,531	Executive Director	\$105,899	<b>\$87,532</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Faith Bible College</a>	VA	\$248,443	President	\$50,898	<b>\$46,400</b>	2024
<a href="#">Qiao Ji Mandarin</a>	CA	\$256,806	Executive Director	\$11,000	<b>\$8,968</b>	2024
<a href="#">Royal Academy Inc</a>	LA	\$256,873	Highest Compensated Employee	\$18,010	<b>\$20,067</b>	2022
<a href="#">The Homestead Co-op</a>	AZ	\$256,998	President	\$30,196	<b>\$27,418</b>	2024
<a href="#">Maker Space 307</a>	WY	\$257,487	Executive Director	\$57,499	<b>\$59,849</b>	2023
<a href="#">Hrh Health Services Corporation</a>	IN	\$247,208	Vice Chairperson	\$7,264	<b>\$7,232</b>	2024
<a href="#">Abide Christian Academy</a>	UT	\$246,896	Pres & Exec	\$47,500	<b>\$45,900</b>	2024
<a href="#">Maine Grain Alliance</a>	ME	\$246,634	Executive Director	\$60,343	<b>\$57,049</b>	2024
<a href="#">Northeast Missouri School Districts</a>	MO	\$246,614	Exec. Dir./s	\$12,978	<b>\$13,361</b>	2023
<a href="#">Pro America Inmigration Services Corp</a>	NJ	\$246,521	Trustee/president	\$15,825	<b>\$13,734</b>	2023
<a href="#">Carpinteria Education Foundation Inc</a>	CA	\$259,098	Executive Director	\$46,287	<b>\$38,851</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 383 organizations. Compensation range \$119–\$262,792; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$252,393); for reference, expenses \$147,082 and assets \$147,095. **Revenue and expenses diverge this year — revenue may misrepresent operating**

**size; weigh the expense-based view.**

ROLE MATCH	Patrick Arnold, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	49 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	51 <sup>st</sup>
All sources (D + E + F), adjusted	44 <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 (Patrick Arnold) 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 383 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,560 is reasonable (approximately the 49<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.