

Kathie Davidson Ministries

Executive Director / CEO

EIN 884123497

TX · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kathie Davidson, Executive Director / CEO** (\$19,500) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Kathie Davidson — 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).

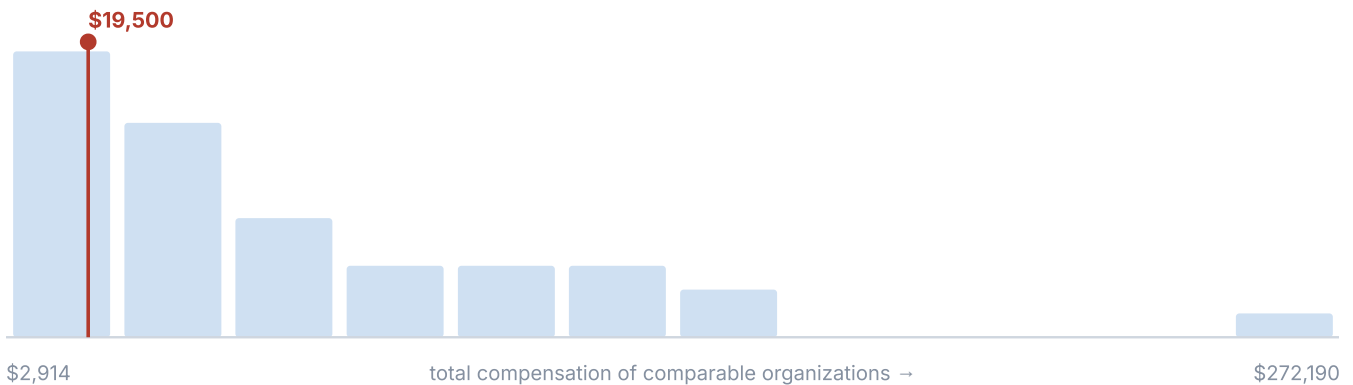
BUDGET Total revenue between \$95,130 and \$212,979 — 0.67x to 1.50x the subject's \$141,986 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography

→ **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,502	\$22,123	\$42,624	\$83,434	\$129,282	\$19,500
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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 TX 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
El Paso Palabra Viva	TX	\$141,466	Pastor Director	\$18,000	\$18,000	2023
Suit Up Ministries	TX	\$142,508	Director	\$21,731	\$21,108	2024
Robby Mitchell Ministries Inc	TX	\$149,390	President	\$131,111	\$127,349	2024
St Benedicts Workshop	TX	\$151,815	Director	\$36,000	\$36,000	2023
Iglesia De Dios Misionera Los	TX	\$152,250	Pastor	\$29,820	\$28,964	2024
Danny Forshee Evangelistic	TX	\$131,143	Chairman	\$37,492	\$37,492	2023
Disciples Of The Way	TX	\$123,448	Office Coordinator	\$30,551	\$29,674	2024
Metro Ministries Of Fort Worth	TX	\$123,383	Executive Director	\$22,656	\$22,006	2024
Taylorglobalconsult	TX	\$161,825	President	\$84,696	\$84,696	2023
Ministerio Internacional El Rey Jesus Texas	TX	\$114,572	President	\$4,333	\$4,333	2023
Opera Leggera Inc	TX	\$114,570	Vice Presidentartisti	\$22,475	\$22,475	2023
Iglesia Fresca Uncion Inc	TX	\$114,030	Pastor	\$18,000	\$18,000	2023
Freeland Ministries Inc	TX	\$113,610	President	\$22,000	\$21,369	2024
Cap Ministries Inc	TX	\$107,500	President	\$60,264	\$60,264	2023
Austin Global Ambassadors Inc	TX	\$176,486	Chairman/executive Director	\$102,333	\$99,397	2024
Lifemark Ministries DbA Next Step	TX	\$177,006	Executive Director	\$50,000	\$48,566	2024
Truth Of Life Inc	TX	\$178,016	President	\$137,744	\$133,792	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Illuminate Ministries	TX	\$179,306	Executive Di	\$75,384	\$73,221	2024
Downtown Church Of Christ	TX	\$180,212	Bookkeeper	\$4,200	\$4,080	2024
Agape Indians Ministries Intl Inc	TX	\$181,577	President	\$10,500	\$10,199	2024
A Faithful Presence	TX	\$99,319	Executive Director	\$69,600	\$67,603	2024
Go Drill International Inc	TX	\$185,914	President	\$41,748	\$41,748	2023
Restoration City Inc	TX	\$186,188	Asst Directo	\$7,875	\$7,875	2023
Armlynk International	TX	\$186,418	Field Director	\$140,000	\$140,000	2023
Movement Makers Ministries Inc	TX	\$186,602	Director/pre	\$99,799	\$96,936	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	38 organizations. Compensation range \$2,914–\$272,190; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$141,986); for reference, expenses \$88,488 and assets \$56,548.
ROLE MATCH	Kathie Davidson, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	18 th

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 (Kathie Davidson) 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 38 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,500 is reasonable (approximately the 18th 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.