

# United Kingdom Partnership

Executive Director / CEO

EIN 921511084

TN · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **J Edward Norton, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** J Edward Norton — reported title “Director and Coordinator”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

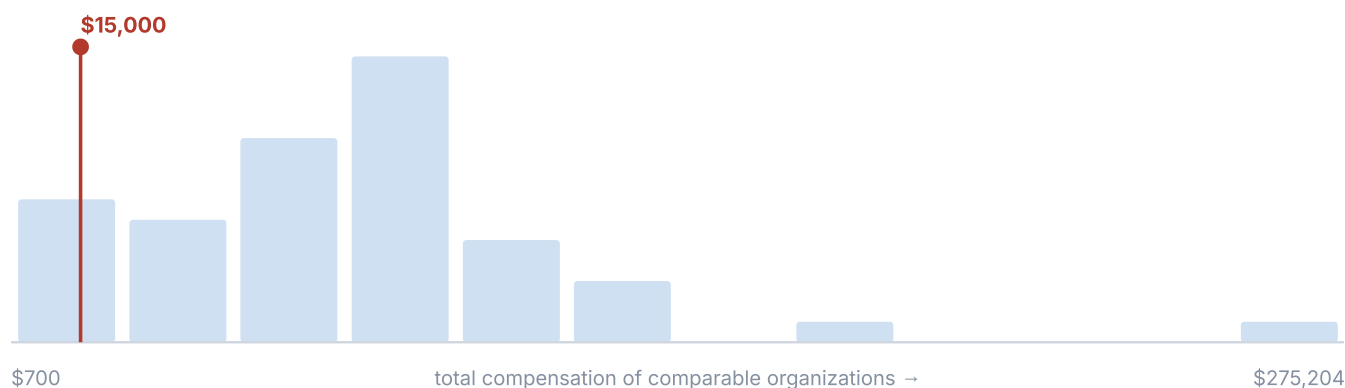
**SECTOR** Organizations sharing the subject's NTEE classification (X20).

**BUDGET** Total revenue between \$152,958 and \$342,444 — 0.67x to 1.50x the subject's \$228,296 (the band tightens as size grows).

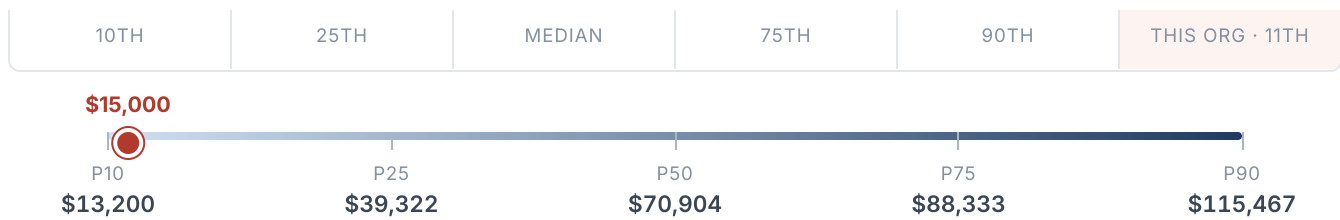
**GEOGRAPHY** Same NTEE sector (X20) + TN + budget 0.67–1.5x revenue.

**47** organizations qualified on sector, size, and geography → **47** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$13,200	\$39,322	\$70,904	\$88,333	\$115,467	\$15,000
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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 TN 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="#">Recovery Refuge</a>	TN	\$227,392	Executive Di	\$120,905	<b>\$120,905</b>	2024
<a href="#">2seconds Org</a>	TN	\$233,960	Chairman	\$68,870	<b>\$70,904</b>	2023
<a href="#">Hallal Worship Inc</a>	TN	\$235,214	Executive Di	\$82,107	<b>\$82,107</b>	2024
<a href="#">Cbm Of The Upper Cumberland Region Of Tn Inc</a>	TN	\$235,607	Ceo	\$23,377	<b>\$24,067</b>	2023
<a href="#">Shepherds Heart International</a>	TN	\$235,790	Executive Director	\$6,000	<b>\$6,000</b>	2024
<a href="#">Shepherds Inn Inc</a>	TN	\$236,601	Executive Director	\$48,000	<b>\$49,418</b>	2023
<a href="#">First Love Ministries International Inc</a>	TN	\$237,483	President	\$75,500	<b>\$77,730</b>	2023
<a href="#">Eternal Vision Ministries Inc</a>	TN	\$219,089	President	\$22,300	<b>\$22,959</b>	2023
<a href="#">Gps Life Journey Inc</a>	TN	\$239,546	President	\$79,557	<b>\$79,557</b>	2024
<a href="#">International Leadership Coalition</a>	TN	\$216,164	Executive Director	\$56,000	<b>\$56,000</b>	2024
<a href="#">The Apple Of His Eye Mission Society</a>	TN	\$240,830	President, Founder	\$111,841	<b>\$111,841</b>	2024
<a href="#">Church Trainer Inc</a>	TN	\$215,720	President	\$105,600	<b>\$105,600</b>	2024
<a href="#">Intentional Intimacy International Inc</a>	TN	\$215,698	Secretary	\$4,500	<b>\$4,500</b>	2024
<a href="#">Via Veritas Inc</a>	TN	\$242,145	President & Ceo	\$75,098	<b>\$75,098</b>	2024
<a href="#">The Bread Global Inc</a>	TN	\$242,849	Secretary/treasurer	\$6,600	<b>\$6,795</b>	2023
<a href="#">3c Sports Ministry</a>	TN	\$244,717	President	\$68,574	<b>\$68,574</b>	2024
<a href="#">Authentic Movement</a>	TN	\$210,496	President	\$64,700	<b>\$64,700</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Don Whitt Evangelistic Association Inc</a>	TN	\$207,856	President	\$10,500	<b>\$10,500</b>	2024
<a href="#">Jim Wood Ministries Inc</a>	TN	\$253,815	President	\$275,204	<b>\$275,204</b>	2024
<a href="#">Reba Rambo Ministries</a>	TN	\$201,689	President	\$59,000	<b>\$59,000</b>	2024
<a href="#">Christ Community Church Smyrna</a>	TN	\$200,381	President	\$51,430	<b>\$51,430</b>	2024
<a href="#">Indigenous Advance Ministries</a>	TN	\$256,350	President	\$62,814	<b>\$62,814</b>	2024
<a href="#">God's Storehouse Of Giles County</a>	TN	\$256,925	Chairman	\$35,040	<b>\$36,075</b>	2023
<a href="#">Zoro International Ministries Inc</a>	TN	\$198,241	President	\$182,500	<b>\$182,500</b>	2024
<a href="#">Straightway Ministry Inc</a>	TN	\$259,768	President	\$42,568	<b>\$42,568</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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** 47 organizations. Compensation range \$700–\$275,204; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$228,296); for reference, expenses \$113,284 and assets \$140,963. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** J Edward Norton, reported title *"Director and Coodinator"*, 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.**

**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	11 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	11 <sup>th</sup>
Reportable pay only (column D), adjusted	11 <sup>th</sup>
All sources (D + E + F), adjusted	11 <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 (J Edward Norton) 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 47 similarly situated organizations (Same NTEE sector (X20) + TN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 11<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.