

# Imago Dei Motorcycle Ministry

Executive Director / CEO

EIN 921830076

GA · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gary L, Executive Director / CEO** (\$6,010) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 2<sup>nd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Gary L — reported title "MITCHELL SR", 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).

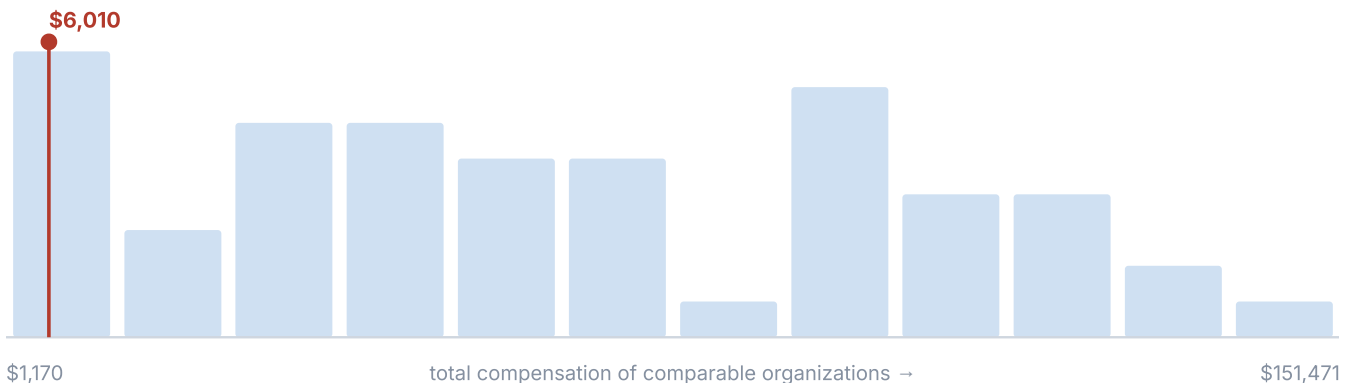
**BUDGET** Total revenue between \$222,351 and \$497,802 — 0.67x to 1.50x the subject's \$331,868 (the band tightens as size grows).

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

**52** organizations qualified on sector, size, and geography

→ **52** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,698

\$28,414

\$60,886

\$95,132

\$116,001

\$6,010



## ■ 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 GA 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="#">Waymaker International Ministries</a>	GA	\$329,726	Executive Director	\$10,452	<b>\$10,452</b>	2024
<a href="#">Young Leaders International Inc</a>	GA	\$334,057	Executive Director	\$105,058	<b>\$105,058</b>	2024
<a href="#">Vision 938 Inc</a>	GA	\$329,089	Ceo	\$117,477	<b>\$120,947</b>	2023
<a href="#">The American Vision Inc</a>	GA	\$326,882	President	\$103,000	<b>\$103,000</b>	2024
<a href="#">Gods Glory Ministries International Inc</a>	GA	\$339,459	President	\$77,256	<b>\$77,256</b>	2024
<a href="#">Camp Crosspoint</a>	GA	\$339,537	Executive Di	\$44,666	<b>\$44,666</b>	2024
<a href="#">Sandra Kennedy Ministries Inc</a>	GA	\$317,845	President/trustee	\$72,000	<b>\$72,000</b>	2024
<a href="#">Chris Musgrove Ministries Inc</a>	GA	\$310,380	President	\$10,400	<b>\$10,400</b>	2024
<a href="#">Street Love Ministries Inc</a>	GA	\$304,741	Ceoboard Chair	\$29,167	<b>\$29,167</b>	2024
<a href="#">One Lifeline Ministry Inc</a>	GA	\$304,469	President	\$63,539	<b>\$63,539</b>	2024
<a href="#">Higher Ground Usa Inc</a>	GA	\$302,393	Executive Director	\$113,669	<b>\$117,026</b>	2023
<a href="#">Culture Link Inc</a>	GA	\$301,423	President	\$92,500	<b>\$92,500</b>	2024
<a href="#">Echo Ministries Incorporated</a>	GA	\$295,464	Ceo	\$69,961	<b>\$69,961</b>	2024
<a href="#">Experience Israel Now Inc</a>	GA	\$293,906	Ceo	\$114,948	<b>\$114,948</b>	2024
<a href="#">Regenerating Life Ministries Inc</a>	GA	\$371,778	Teaching Pastor	\$132,550	<b>\$136,465</b>	2023
<a href="#">Proskunee Ministries Inc</a>	GA	\$374,634	President	\$52,127	<b>\$52,127</b>	2024
<a href="#">Mtn2sea Outfitters Inc</a>	GA	\$285,346	Director	\$60,000	<b>\$61,772</b>	2023
<a href="#">Rushtons Hope Inc</a>	GA	\$284,702	President	\$19,399	<b>\$19,399</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Onerace Inc</a>	GA	\$284,191	Ceo/director	\$112,787	<b>\$116,118</b>	2023
<a href="#">Campus Clubs Inc</a>	GA	\$381,827	Executive Di	\$64,084	<b>\$65,977</b>	2023
<a href="#">Blackwelder Ministries Inc</a>	GA	\$382,707	President	\$151,471	<b>\$151,471</b>	2024
<a href="#">Cpc Of The Wmm-norcross Ga-one Inc</a>	GA	\$277,858	Pastor	\$48,000	<b>\$48,000</b>	2024
<a href="#">Perspective Ministries Inc</a>	GA	\$387,594	Executive Dir.	\$75,900	<b>\$75,900</b>	2024
<a href="#">Randy Perry Ministries Inc</a>	GA	\$274,608	Pres./dir.	\$53,000	<b>\$53,000</b>	2024
<a href="#">The Sudie Clark Hanger Missionary Care Ministry</a>	GA	\$273,583	Development Chair	\$12,900	<b>\$12,900</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	52 organizations. Compensation range \$1,170–\$151,471; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$331,868); for reference, expenses \$77,007 and assets \$265,423. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Gary L, reported title <i>"MITCHELL SR"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	2 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	6 <sup>th</sup>
All sources (D + E + F), adjusted	2 <sup>nd</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 (Gary L) 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 52 similarly situated organizations (Same NTEE sector (X20) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,010 is reasonable (approximately the 2<sup>nd</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.