

# Ann Ree Colton Foundation Of Niscience

Executive Director / CEO

EIN 951908289  
 CA · NTEE X200  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Orman Askin, Executive Director / CEO** (\$43,039) against **every comparable organization** that fit the selection criteria — **94** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37<sup>th</sup>** percentile of comparable organizations within the typical range

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (X200).

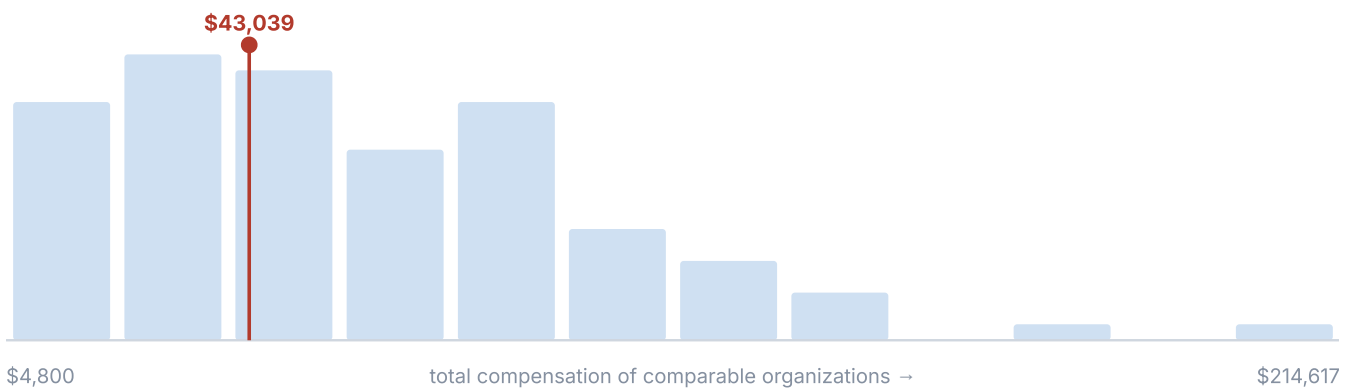
**BUDGET** Total revenue between \$239,709 and \$536,664 — 0.67x to 1.50x the subject's \$357,776 (the band tightens as size grows).

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

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

→ **94** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$17,300</b> 10TH	<b>\$30,586</b> 25TH	<b>\$54,662</b> MEDIAN	<b>\$88,441</b> 75TH	<b>\$110,605</b> 90TH	<b>\$43,039</b> THIS ORG · 37TH
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■ **Comparable organizations**

P50  
\$17,300

P55  
\$30,586

P50  
\$54,662

P75  
\$88,441

P90  
\$110,605

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 CA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Illustra Media	CA	\$357,902	<b>\$91,140</b>	990
Evangelicals For Social Action - Fresno	CA	\$357,472	<b>\$75,124</b>	990
Vietnam Ministries Inc	CA	\$359,315	<b>\$62,022</b>	990
Faithquest Missions	CA	\$355,360	<b>\$98,836</b>	990
Oak Health Foundation	CA	\$354,804	<b>\$19,925</b>	990
Love Defined	CA	\$363,204	<b>\$50,400</b>	990
In Yahshua's Name Inc	CA	\$352,256	<b>\$54,051</b>	990
Ondas De Vida Network	CA	\$352,139	<b>\$27,180</b>	990
Kesed Seminars	CA	\$351,314	<b>\$98,836</b>	990
Appleseed Ministry Group Inc	CA	\$364,380	<b>\$57,600</b>	990
Center For Biblical Unity	CA	\$364,864	<b>\$98,569</b>	990
Youth Foundation & Center Of Iv Inc	CA	\$347,566	<b>\$92,160</b>	990
Willow Christian Academy	CA	\$369,642	<b>\$30,600</b>	990
A Committment To Our Roots Inc	CA	\$369,823	<b>\$85,966</b>	990
Kenani Vou Methodist Church Usa	CA	\$345,441	<b>\$31,231</b>	990
Japanese Christian Fellowship	CA	\$370,133	<b>\$38,509</b>	990
Christian Science Committee On	CA	\$370,153	<b>\$49,170</b>	990
Miracle Minded Ministries 3	CA	\$345,060	<b>\$124,117</b>	990
Jesus Is The Answer Inc	CA	\$371,517	<b>\$72,000</b>	990
Miqlat Inc	CA	\$373,363	<b>\$71,759</b>	990
International University And Theological	CA	\$375,379	<b>\$29,227</b>	990
Joyful Noise Xpress Inc	CA	\$340,059	<b>\$55,272</b>	990
Prison Ministry Of America Inc	CA	\$377,362	<b>\$45,325</b>	990
Revelation Ministries Incorporated	CA	\$382,335	<b>\$28,640</b>	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Word To Russia	CA	\$384,186	<b>\$30,581</b>	990

## ■ 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 CA 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** 94 organizations. Compensation range \$4,800–\$214,617; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$357,776); for reference, expenses \$475,449 and assets \$3,804,086.

**ROLE MATCH** Orman Askin, reported title "*DIRECTOR*", 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.**

**RELATED-ORG PAY** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**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	<b>37<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>37<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>40<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>36<sup>th</sup></b>

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

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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 (Orman Askin) 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 94 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,039 is reasonable (approximately the 37<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). 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.