

Silkroad Mission

Executive Director / CEO

EIN 954737613
 CA · NTEE X21
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Thankyou Rhee, Executive Director / CEO** (\$13,020) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

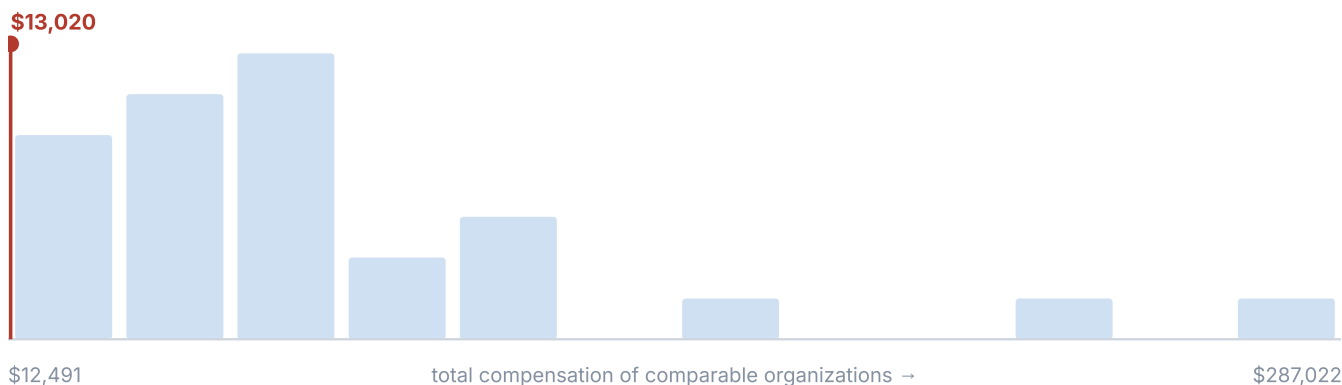
Benchmarked executive: Thankyou Rhee — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$268,528 and \$601,183 — 0.67x to 1.50x the subject's \$400,789 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21) + CA + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,095	\$38,706	\$69,778	\$97,750	\$136,462	\$13,020
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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 CA 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
Witnessing Ministries Of Christ	CA	\$401,452	President & Ceo	\$13,200	\$12,491	2025
Stillpoint The Center For Christian	CA	\$397,476	Executive Dir.	\$68,543	\$66,577	2024
One Lord One Faith One Baptism Christian Church Inc	CA	\$397,251	Ceo/pastor	\$154,986	\$150,539	2024
Aleksandr Shevchenko	CA	\$394,191	Ceo	\$39,000	\$36,905	2025
Pneumatrix Inc	CA	\$416,076	Board Member	\$44,578	\$43,299	2024
Kingdom Ministries	CA	\$381,208	President	\$111,004	\$107,819	2024
One Another Ministries International	CA	\$430,254	Vice President	\$29,472	\$28,626	2024
Mission Support Network	CA	\$354,618	President	\$75,306	\$75,306	2023
Kingdom Conditioning Ministries	CA	\$352,610	President	\$237,414	\$230,603	2024
Truthxchange Inc	CA	\$340,510	Executive Di	\$119,947	\$119,947	2023
Plur Life Ministries	CA	\$326,909	President	\$76,092	\$73,909	2024
Greater Works Praise And Worship Centre	CA	\$323,094	President	\$75,134	\$72,978	2024
Arukah	CA	\$322,735	President	\$55,000	\$53,422	2024
Hovsepian Ministries Inc	CA	\$318,293	Executive Director	\$60,000	\$60,000	2023
World Christian Restaurant Ministriesinc	CA	\$492,194	President And Ceo	\$50,702	\$49,247	2024
Desilva Ministries	CA	\$307,526	President	\$18,000	\$18,000	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Souleader Resources Michael G Bischof	CA	\$287,092	Executive Director	\$126,000	\$122,385	2024
Discipleship Journeys With Jesus	CA	\$285,697	Ceo	\$100,074	\$97,203	2024
Panirev Ministries	CA	\$278,485	President	\$22,200	\$21,563	2024
Iglesia De Dios Fuente De Los Milagros	CA	\$525,626	Chief Executive Officer	\$77,400	\$75,179	2024
Connect 2 Ministries	CA	\$535,095	Board Member	\$81,996	\$79,644	2024
Ds Ministries Inc	CA	\$541,418	President	\$38,273	\$37,175	2024
Precious Community Church	CA	\$545,081	Ceo, Cfo, Secretary	\$59,307	\$57,605	2024
Amerson Music Ministries	CA	\$556,016	President	\$295,500	\$287,022	2024
The Church Of Joy	CA	\$582,338	C E O	\$28,800	\$28,800	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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.

Sample, role match & sensitivity

PEER COUNT	26 organizations. Compensation range \$12,491–\$287,022; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$400,789); for reference, expenses \$266,782 and assets \$612,001.
ROLE MATCH	Thankyou Rhee, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	4 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	4 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 (Thankyou Rhee) 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 26 similarly situated organizations (Same NTEE sector (X21) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,020 is reasonable (approximately the 4th 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.