

Unity In The Family Ministry Inc

Executive Director / CEO

EIN 201560694

FL · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Calvin Avant, Executive Director / CEO** (\$79,813) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

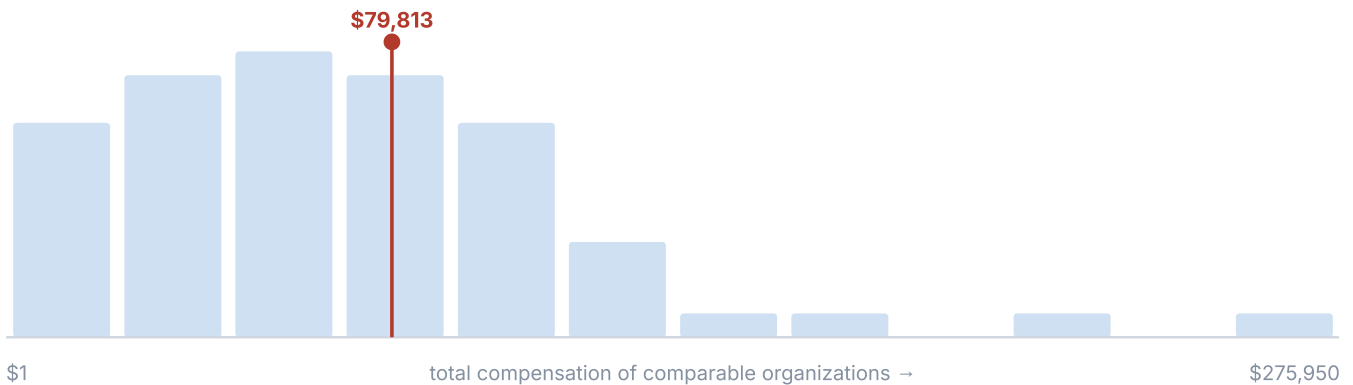
Benchmarked executive: Calvin Avant — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$280,170 and \$627,247 — 0.67x to 1.50x the subject's \$418,165 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + FL + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,656	\$39,240	\$59,651	\$93,613	\$122,905	\$79,813
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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 FL 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
Endurance Leadership Inc	FL	\$419,194	President	\$100,900	\$103,880	2023
Sarasota Hope House Inc	FL	\$415,920	President	\$48,150	\$48,150	2024
Center Of Revival Inc	FL	\$422,379	President	\$74,000	\$74,000	2024
Megavoice International	FL	\$423,573	Executive Di	\$16,000	\$16,000	2024
Rejoice Marriage Ministries Inc	FL	\$432,700	Executive Director	\$58,123	\$58,123	2024
Hislight International Ministries Inc	FL	\$434,587	President	\$120,598	\$124,160	2023
Life To Life Ministries Inc	FL	\$436,544	9249 Toby Lane, Orlando, FI 32817-1398	\$70,347	\$72,425	2023
Outreach To America's Youth Inc	FL	\$437,243	Executive Director	\$84,185	\$84,185	2024
Fresh Breath International Worship Center Inc	FL	\$439,248	Pastor	\$44,200	\$45,506	2023
Ellel Ministries (Usa) Inc	FL	\$395,967	President	\$69,565	\$71,620	2023
Hogue Ministries Inc	FL	\$392,368	President	\$20,271	\$20,870	2023
Jesus At The Door Inc	FL	\$391,778	President	\$38,400	\$38,400	2024
Assembleia De Deus Luz Do Mundo Inc	FL	\$383,143	President	\$1	\$1	2022
Mission International Iglesia Jesucristo	FL	\$380,925	Director	\$73,680	\$75,856	2023
Tree Of Life Foundation And	FL	\$378,840	President	\$79,000	\$79,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
One Name Ministry Inc	FL	\$374,984	Vp	\$45,500	\$46,844	2023
El Taller Del Maestro Inc	FL	\$374,061	President	\$28,766	\$29,616	2023
From The Ground Up Ministries Inc	FL	\$369,257	Vpdirector	\$12,000	\$12,354	2023
Foundations Of Freedom Inc	FL	\$369,000	President	\$52,000	\$52,000	2024
Destiny Ministries International Inc	FL	\$470,210	President	\$42,951	\$42,951	2024
United Nations For Israel Inc	FL	\$363,888	President	\$68,900	\$68,900	2024
Christ Is The Answer Ministries Inc	FL	\$361,100	President	\$83,016	\$83,016	2024
West Florida Foster Care Services	FL	\$479,979	Executive Director	\$57,600	\$59,301	2023
Destiny Align Ministries Inc	FL	\$353,009	Executive Di	\$67,115	\$69,097	2023
Sonship International Inc	FL	\$484,034	Gilmour	\$208,148	\$214,296	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **60** organizations. Compensation range \$1–\$275,950; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$418,165); for reference, expenses \$566,285 and assets \$115,266.

ROLE MATCH Calvin Avant, reported title "*Executive Director*", 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	63 rd
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	63 rd

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 (Calvin Avant) 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 60 similarly situated organizations (Same NTEE sector (X20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,813 is reasonable (approximately the 63rd 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.