

Redemptive Leadership International

Executive Director / CEO

EIN 204244215
 FL · NTEE X192
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tim Lusk, Executive Director / CEO** (\$20,782) against **every comparable organization** that fit the selection criteria — **270** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

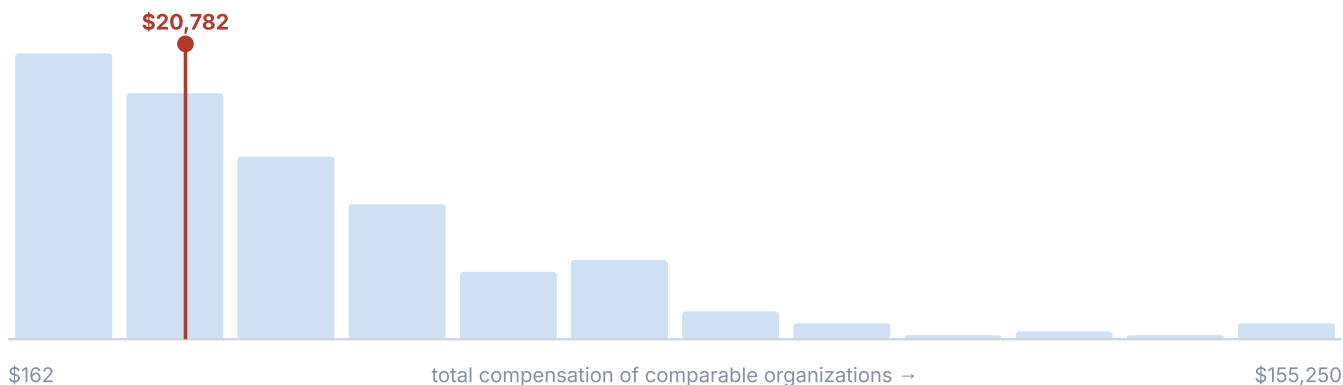
Benchmarked executive: Tim Lusk — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X192).
BUDGET	Total revenue between \$49,582 and \$111,006 — 0.67x to 1.50x the subject's \$74,004 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

270 organizations qualified on sector, size, and geography → **270** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,188	\$12,329	\$26,479	\$47,729	\$73,225	\$20,782
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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
Leaders For Christ Inc	MI	\$74,152	President	\$16,973	\$18,114	2024
Jesus Ministries International	TX	\$73,708	Secretary	\$1,800	\$1,861	2024
James E Taylor Ministries Inc	TX	\$74,616	President	\$18,000	\$18,137	2025
Jamey O Graham Ministries	SC	\$73,360	President	\$8,700	\$9,661	2023
Catholic Traditionalist Movement	NY	\$73,162	President	\$33,800	\$30,765	2025
Kingdom Mercy Ministries International	TX	\$72,953	Ceo	\$48,000	\$49,645	2024
Steve Gray Ministries Inc	MO	\$75,092	President	\$59,400	\$65,049	2024
Ronald E Short Evangelistic Associaton	OK	\$75,118	President	\$47,549	\$54,135	2024
Ywam - Arctic Mercy Inc	AK	\$72,879	President	\$58,446	\$59,480	2023
Noble Maritime Ministries	WA	\$75,330	President	\$76,400	\$70,723	2024
The Word Of God	MI	\$75,414	Treasurer	\$4,261	\$4,548	2024
Next Generation Ministries International	VA	\$75,486	Executive Dir.	\$11,000	\$10,981	2024
Dignity San Francisco Inc	CA	\$72,496	Adminstrator	\$11,738	\$10,789	2023
Kwm World Outreach Inc	GA	\$72,198	President	\$6,400	\$6,653	2024
Revival In Progress Inc	NV	\$72,196	Treasurer	\$47,000	\$48,711	2024
Arise Shine Ministries	TX	\$72,090	President	\$18,388	\$19,580	2023
Shadybrook Inc	OH	\$75,944	Executive Director	\$56,160	\$61,501	2024
Free To Worship Ministries	AZ	\$76,099	Board Member	\$4,322	\$4,298	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
His Throne Room International Ministry Inc	FL	\$71,908	President	\$28,433	\$27,617	2024
Eagle Summit Healing Center Inc	WI	\$71,500	Executive Director	\$32,337	\$35,949	2023
Alliance For Transformational	AZ	\$76,514	President	\$113,162	\$112,524	2024
The Church Christian Fellowship	CA	\$76,627	Pastor	\$27,200	\$25,002	2023
Camp Zimmerman Foundation Incorporated	OH	\$71,216	Camp Manager	\$9,900	\$10,842	2024
Home Heart	MN	\$76,805	President	\$72,400	\$73,968	2024
Embrace Equine Ministry	ID	\$71,181	President/ce	\$36,000	\$39,596	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 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	270 organizations. Compensation range \$162–\$155,250; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$74,004); for reference, expenses \$52,870 and assets \$46,778.
ROLE MATCH	Tim Lusk, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	40 th
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	36 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 (Tim Lusk) 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 270 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,782 is reasonable (approximately the 40th 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.