

Risen Jesus Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Michael R Licona, Executive Director / CEO** (\$90,783) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

Benchmarked executive: Michael R Licona — reported title "President & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (X20).

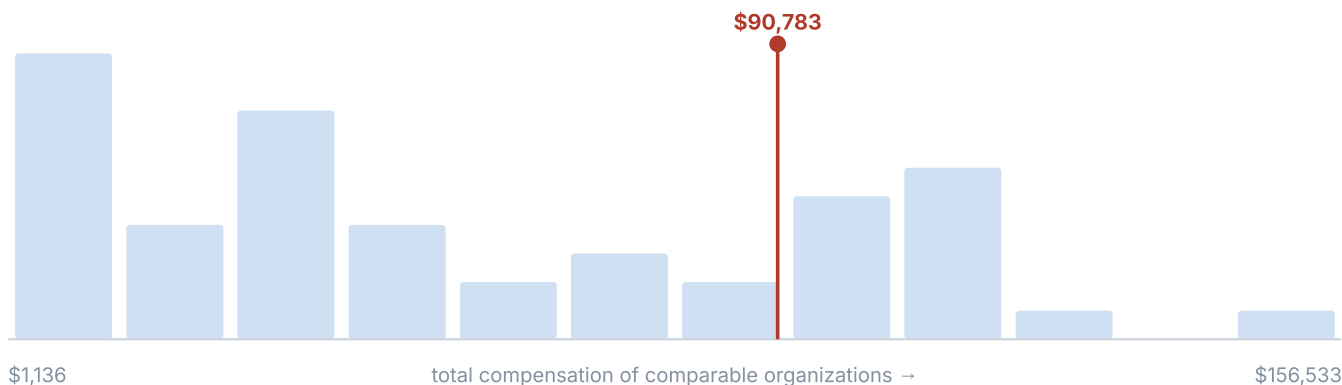
BUDGET Total revenue between \$150,430 and \$336,784 — 0.67x to 1.50x the subject's \$224,523 (the band tightens as size grows).

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

46 organizations qualified on sector, size, and geography

→ **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,127

\$25,601

\$45,571

\$94,349

\$113,234

\$90,783



● 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
Rpm Ministries Inc	GA	\$222,916	Ceo And Director	\$30,000	\$30,000	2023
Women In Ministry Conference Inc	GA	\$221,684	Executive Director	\$6,000	\$5,828	2024
Jesus In The Street Inc	GA	\$231,681	President	\$27,392	\$26,606	2024
Ronnie Smith Ministries Inc	GA	\$216,843	President	\$118,000	\$114,615	2024
Worklife Inc	GA	\$215,087	Ceo/director	\$127,392	\$127,392	2023
Throne Of Grace Ministries	GA	\$214,871	Chairman	\$161,157	\$156,533	2024
Veritas Shapes Ministries	GA	\$235,085	Director	\$10,315	\$10,315	2023
Kingdom Authority Ministries Inc	GA	\$235,511	Chairman Secretary	\$26,000	\$26,000	2023
Light For The Nations Inc	GA	\$210,590	Ceo	\$36,000	\$36,000	2023
Au Health Professions Associates Inc	GA	\$241,826	Acting Ceo Of Au Health	\$108,952	\$103,098	2025
Light For Life International Inc	GA	\$207,142	Executive Di	\$30,000	\$30,000	2023
Samuel R Chand Ministries Inc	GA	\$196,417	President	\$34,000	\$33,025	2024
Spiritual Innovations Inc	GA	\$194,422	Executive Dir.	\$97,466	\$94,670	2024
Focus Evangelistic Ministries Inc	GA	\$257,650	President	\$12,675	\$12,311	2024
Global Servant Leaders Inc	GA	\$190,219	President	\$116,130	\$112,798	2024
Legacy Outdoor Ministries	GA	\$260,604	Founder/dire	\$45,833	\$44,518	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Restore Ministries International Of Gordon Inc	GA	\$261,091	Executive Director/president	\$1,170	\$1,136	2024
Mauldin Ministries Inc	GA	\$262,531	Presdient	\$50,300	\$48,857	2024
Messiah For Israel Ministries Inc	GA	\$262,974	President	\$96,142	\$93,384	2024
Seek Ministries Inc	GA	\$268,735	Director	\$32,500	\$31,568	2024
Promise International	GA	\$270,657	Founder	\$13,000	\$12,627	2024
Fgm Organizations Inc	GA	\$177,036	Director	\$36,000	\$34,967	2024
Hope Harbor Inc	GA	\$176,894	President	\$26,220	\$25,468	2024
The Sudie Clark Hanger Missionary Care Ministry	GA	\$273,583	Development Chair	\$12,900	\$12,530	2024
Randy Perry Ministries Inc	GA	\$274,608	Pres./dir.	\$53,000	\$51,479	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 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 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.

Sample, role match & sensitivity

PEER COUNT	46 organizations. Compensation range \$1,136–\$156,533; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$224,523); for reference, expenses \$204,533 and assets \$222,149.
ROLE MATCH	Michael R Licona, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	72 nd
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	70 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 (Michael R Licona) 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 46 similarly situated organizations (Same NTEE sector (X20) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,783 is reasonable (approximately the 72nd 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.