

This Redeemed Life

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Marian Jordan Ellis, Executive Director / CEO** (\$33,815) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

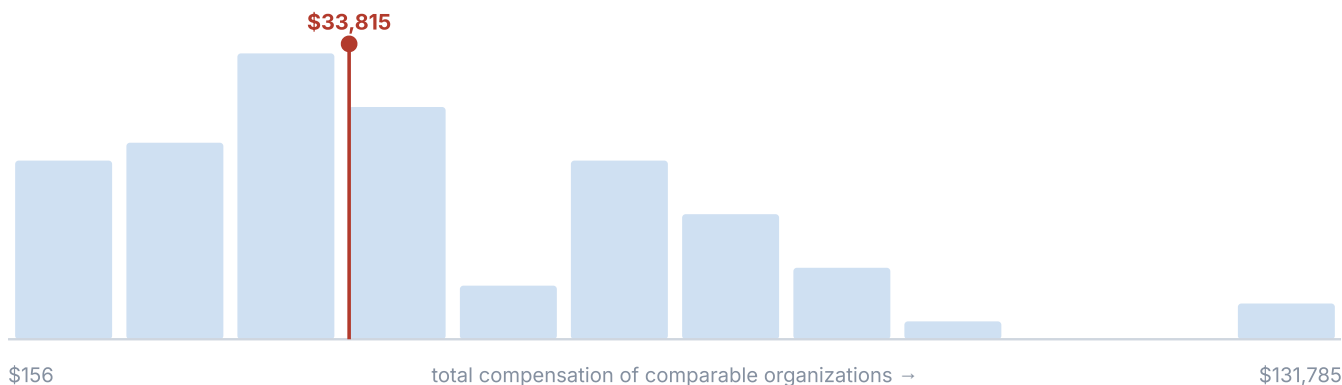
Benchmarked executive: Marian Jordan Ellis — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$80,510 and \$180,247 — 0.67x to 1.50x the subject's \$120,165 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,458	\$20,399	\$34,807	\$58,236	\$74,523	\$33,815
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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 TX 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
Women's Circle Inc	FL	\$119,472	Director	\$72,000	\$69,615	2023
Mt Zion Pentecostal Churches Of God	NJ	\$119,356	President	\$28,600	\$27,359	2022
Charis Foundation For New Monasticism & Interspirituality	NM	\$121,147	President, Director Of Keating-schachter Center	\$50,800	\$54,621	2024
Grad Resources	TX	\$117,974	Chairman	\$72,000	\$72,000	2024
Windows To The Divine	CO	\$123,746	President	\$36,000	\$35,528	2023
Church United	CA	\$116,515	Vice President	\$45,000	\$38,845	2024
Get The Word Out Inc	CO	\$115,218	President	\$41,670	\$39,944	2024
Mahayogi Yoga Mission Inc	NY	\$113,198	President	\$5,000	\$4,650	2023
Heavenly Grace Ministries Inc	NY	\$113,062	President	\$33,000	\$29,810	2024
Movement Day Greater Dallas	TX	\$128,186	Executive Dir.	\$21,300	\$21,300	2024
Danny Oertli Ministries Inc	CO	\$109,813	President	\$57,126	\$56,377	2023
Wine Women In The New Evangelization	MN	\$130,747	Secretary & Treasurer	\$13,000	\$12,841	2024
Barbara Yandell Ministries	TX	\$108,559	Pres. & Rev.	\$58,636	\$58,636	2024
Africa Church-planting & Training In Vocational Ed	IN	\$133,020	Executive Director	\$19,350	\$20,399	2024
New Wilderness Adventures	NC	\$133,340	Exec Director	\$23,500	\$24,274	2024
Highlands Mission Cooperative Inc	GA	\$133,892	President & Ceo	\$26,500	\$27,424	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
South Mountain Family Camp	NC	\$105,983	Executive Director	\$18,063	\$18,658	2024
Ross Family Ministries	NC	\$105,754	President	\$62,500	\$66,466	2023
Camp Gilead Bible Camp	OH	\$134,761	President	\$6,200	\$6,758	2023
Inner Vision Spiritual Life Maintenance Inc	MD	\$102,772	President	\$18,635	\$17,417	2024
G3 Experience Inc	TX	\$102,448	President	\$54,000	\$55,595	2023
Firstlight International	PA	\$101,654	President	\$17,280	\$17,227	2024
Gospel Carrier International Inc	MD	\$139,487	Executive Director	\$85,053	\$81,840	2023
Prf Teaching Ministry	AL	\$141,919	Board Chair And Executive Director	\$40,051	\$43,255	2024
Pearce Foundation Inc	IL	\$143,244	Director	\$2,263	\$2,224	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	77 organizations. Compensation range \$156–\$131,785; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$120,165); for reference, expenses \$126,427 and assets \$66,859.
ROLE MATCH	Marian Jordan Ellis, reported title " <i>PRESIDENT</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.

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	49 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	47 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 (Marian Jordan Ellis) 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 77 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,815 is reasonable (approximately the 49th 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.