

Crossroads Christian Ministries

Executive Director / CEO

EIN 251862460
 PA · NTEE X20
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Mack Granderson, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **534** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Mack Granderson — reported title “CO-PASTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$107,913 and \$241,597 — 0.67x to 1.50x the subject's \$161,065 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

534 organizations qualified on sector, size, and geography → **534** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,242	\$23,541	\$42,024	\$73,542	\$102,827	\$20,000
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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 PA 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
Connection Ministries Inc	IN	\$160,875	Executive Director	\$44,520	\$45,729	2024
Christ Apostolic Church Of Orlando Inc	FL	\$160,668	President/pastor	\$36,000	\$32,940	2024
Praying Effectively For The Lost	LA	\$160,601	Director	\$98,272	\$105,398	2024
Caritas Center For Christian Format	IL	\$161,564	President	\$84,550	\$78,874	2025
Taylorglobalconsult	TX	\$161,825	President	\$84,696	\$84,957	2023
Heaven Rules Ministries Inc	NC	\$160,290	President	\$72,980	\$73,447	2024
The Prophet Chamber Eagle Wings Ministries International Inc	GA	\$160,185	President	\$32,146	\$32,412	2023
Antioch Breakthrough Ministries Inc	FL	\$160,100	Pastor/president	\$41,632	\$38,094	2024
Activation International Ministries	MI	\$160,082	President	\$26,934	\$27,077	2024
Faithworks Christians In Mission	AZ	\$159,973	President	\$34,090	\$32,876	2023
Living Way Christian Fellowship	PA	\$162,236	Co Pastor	\$20,766	\$20,766	2023
Brazil River Of Life Ministries	TN	\$162,445	Executive Director	\$31,090	\$31,830	2024
Four10 Ministries Inc	IN	\$162,446	Executive Di	\$46,000	\$47,248	2024
Central Christian Fellowship	TN	\$159,283	President	\$31,449	\$32,198	2024
Women Of Valor Ministries Inc	MD	\$162,907	Executive Director	\$33,461	\$31,370	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Champions Of Faith International Church Inc	FL	\$158,926	President	\$17,900	\$16,862	2023
Baptist Student Center Of Southeast	MO	\$163,635	Student Ctr	\$69,532	\$73,849	2023
3ca Inc	OH	\$158,114	President	\$3,000	\$3,095	2024
Greater Hayward House Of Hope Incorporated	WI	\$157,547	Director	\$30,638	\$32,086	2023
Edens Redemption Inc	OK	\$157,496	President	\$3,333	\$3,574	2024
Grace Counseling Ministries Inc	NJ	\$157,439	President	\$72,411	\$62,971	2024
Catalytic Foundation	SC	\$157,432	President/ceo	\$122,558	\$124,534	2024
Marian Movement Of Priests	ME	\$157,269	President & Treasurer	\$34,957	\$34,094	2024
Tcmg Holdings	CO	\$157,205	Creative Dir.	\$36,000	\$33,622	2024
Mom2mom Atlanta South Inc	GA	\$157,092	Executive Di	\$2,830	\$2,700	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 534 organizations. Compensation range \$1–\$460,972; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$161,065); for reference, expenses \$109,400 and assets \$585,649.

ROLE MATCH Mack Granderson, reported title "*CO-PASTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the**

board should confirm this is a comparable role.

RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	20 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	19 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 (Mack Granderson) 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 10, 2026, comparing compensation against 534 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 20th 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 10, 2026.