

Activation International Ministries

Executive Director / CEO

EIN 263227000

MI · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Christian Grosse, Executive Director / CEO** (\$26,934) against **every comparable organization** that fit the selection criteria — **530** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

Benchmarked executive: Christian Grosse — 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 (X20).
BUDGET	Total revenue between \$107,254 and \$240,123 — 0.67x to 1.50x the subject's \$160,082 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

530 organizations qualified on sector, size, and geography → **530** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,132	\$23,127	\$41,574	\$72,873	\$101,447	\$26,934
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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 MI 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
Antioch Breakthrough Ministries Inc	FL	\$160,100	Pastor/president	\$41,632	\$37,891	2024
The Prophet Chamber Eagle Wings Ministries International Inc	GA	\$160,185	President	\$32,146	\$32,240	2023
Faithworks Christians In Mission	AZ	\$159,973	President	\$34,090	\$32,702	2023
Heaven Rules Ministries Inc	NC	\$160,290	President	\$72,980	\$73,058	2024
Praying Effectively For The Lost	LA	\$160,601	Director	\$98,272	\$104,838	2024
Christ Apostolic Church Of Orlando Inc	FL	\$160,668	President/pastor	\$36,000	\$32,765	2024
Connection Ministries Inc	IN	\$160,875	Executive Director	\$44,520	\$45,486	2024
Central Christian Fellowship	TN	\$159,283	President	\$31,449	\$32,027	2024
Crossroads Christian Ministries	PA	\$161,065	Co-pastor	\$20,000	\$19,894	2023
Champions Of Faith International Church Inc	FL	\$158,926	President	\$17,900	\$16,773	2023
Caritas Center For Christian Format	IL	\$161,564	President	\$84,550	\$78,457	2025
Taylorglobalconsult	TX	\$161,825	President	\$84,696	\$84,507	2023
3ca Inc	OH	\$158,114	President	\$3,000	\$3,078	2024
Living Way Christian Fellowship	PA	\$162,236	Co Pastor	\$20,766	\$20,655	2023
Brazil River Of Life Ministries	TN	\$162,445	Executive Director	\$31,090	\$31,661	2024
Four10 Ministries Inc	IN	\$162,446	Executive Di	\$46,000	\$46,998	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greater Hayward House Of Hope Incorporated	WI	\$157,547	Director	\$30,638	\$31,916	2023
Edens Redemption Inc	OK	\$157,496	President	\$3,333	\$3,556	2024
Grace Counseling Ministries Inc	NJ	\$157,439	President	\$72,411	\$62,637	2024
Catalytic Foundation	SC	\$157,432	President/ceo	\$122,558	\$123,873	2024
Marian Movement Of Priests	ME	\$157,269	President & Treasurer	\$34,957	\$33,913	2024
Women Of Valor Ministries Inc	MD	\$162,907	Executive Director	\$33,461	\$31,203	2023
Tcmg Holdings	CO	\$157,205	Creative Dir.	\$36,000	\$33,444	2024
Mom2mom Atlanta South Inc	GA	\$157,092	Executive Di	\$2,830	\$2,686	2025
Baptist Student Center Of Southeast	MO	\$163,635	Student Ctr	\$69,532	\$73,458	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	530 organizations. Compensation range \$1–\$458,525; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$160,082); for reference, expenses \$200,628 and assets \$85,810.
ROLE MATCH	Christian Grosse, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	30 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	29 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 (Christian Grosse) 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 530 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,934 is reasonable (approximately the 30th 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.