

Dare To Believe

Executive Director / CEO

EIN 271504230
 MN · NTEE X99
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kristi Graner, Executive Director / CEO** (\$24,000) against **every comparable organization** that fit the selection criteria — **268** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

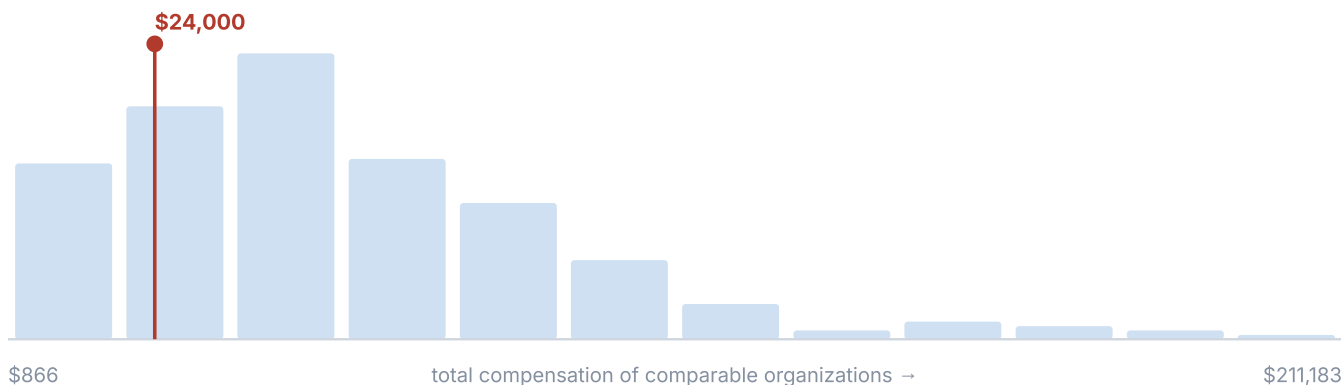
Benchmarked executive: Kristi Graner — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$164,846 and \$369,060 — 0.67x to 1.50x the subject's \$246,040 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

268 organizations qualified on sector, size, and geography → **268** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,661	\$27,434	\$46,544	\$71,803	\$97,433	\$24,000
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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 MN 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
Focal Point Ministries	IL	\$246,362	President	\$42,344	\$40,921	2024
True Life Inc	MD	\$246,603	Ceo	\$90,642	\$85,761	2023
Chosen Vessels Inc	GA	\$246,903	Executive Director	\$21,250	\$21,624	2023
American Faith & Family Ministries	TX	\$245,075	President	\$39,195	\$38,541	2024
Core Ministries Inc	TX	\$245,025	President	\$77,400	\$76,107	2024
The Masters Workshop	AR	\$244,679	President	\$43,170	\$49,109	2023
Side By Side	WA	\$243,686	Executive Director	\$66,457	\$60,215	2023
Temple Of Light	WA	\$243,057	Founder	\$31,700	\$27,899	2024
Israel Lives Corporation	PA	\$249,133	Exeuctive Director	\$83,995	\$82,338	2024
By Our Love	AL	\$242,487	Director & President	\$65,400	\$69,453	2024
Resourcing Now Ministries	IA	\$242,197	Executive Di	\$67,200	\$74,465	2023
Love Of Christ Foundation Inc	MD	\$250,000	Director	\$47,688	\$43,826	2024
The Last Harvest Intl Evangelical Ministry Inc	FL	\$250,484	President	\$28,905	\$27,481	2023
Christs Reward Inc	TX	\$241,518	Executive Director	\$118,434	\$116,456	2024
Treasuring Christ Together Network	MN	\$250,648	Director	\$99,000	\$96,160	2024
My House Ministry	MI	\$250,710	Executive Director	\$31,140	\$31,596	2024
The Collective Thread	MO	\$250,749	Treasurer	\$52,000	\$54,139	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Franciscan Earth Literacy Center	OH	\$240,779	Former Director	\$18,955	\$20,318	2023
Isaiah5810	AR	\$240,398	Executive Di	\$10,669	\$11,789	2024
All The Word Bible Translators Inc	FL	\$240,129	President And Board Member	\$88,378	\$81,612	2024
Slavic Christian Ministries	CO	\$239,731	President	\$94,330	\$88,913	2024
Mountain Fellowship Camp Inc	GA	\$239,431	Director	\$41,050	\$40,573	2024
Faith Commons	TX	\$252,796	Founder/president	\$90,000	\$88,497	2024
Communities In Schools Of Lincoln	NC	\$239,238	Executive Dir.	\$46,689	\$47,422	2024
The Last Reformation Inc	FL	\$239,025	Director/pres	\$56,070	\$53,307	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	268 organizations. Compensation range \$866–\$211,183; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$246,040); for reference, expenses \$292,593 and assets \$196,682.
ROLE MATCH	Kristi Graner, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 10 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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	18 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 (Kristi Graner) 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 268 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,000 is reasonable (approximately the 19th 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.