

Avalon Worship

Executive Director / CEO

This analysis benchmarks the total compensation of **Gregory Long, Executive Director / CEO** (\$24,000) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

Benchmarked executive: Gregory Long — reported title “Vice President”, 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 (X21Z).

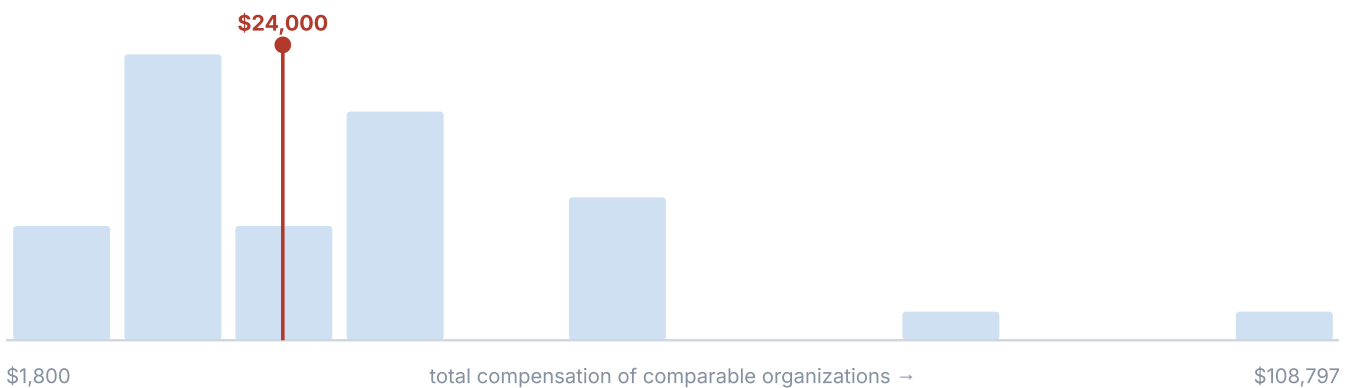
BUDGET Total revenue between \$42,013 and \$94,060 — 0.67x to 1.50x the subject's \$62,707 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography

→ **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,911	\$15,395	\$21,633	\$35,839	\$51,260	\$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 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
Life Awakening	PA	\$62,709	President	\$46,500	\$47,726	2023
Ambassadors For Business	MN	\$62,421	Executive Di	\$19,039	\$19,362	2023
North America Mainland Chinese Mission	NM	\$64,499	Pastoral And Executive Minister	\$32,376	\$35,839	2023
Love Unlimited Community Church	CA	\$64,997	Founders Pastor Ceo	\$13,800	\$11,913	2024
By The Spirit Ministries Christian Church Inc	MD	\$67,062	Bishop	\$14,400	\$13,856	2023
Acts Ongoing	TX	\$68,102	President	\$32,940	\$32,940	2024
Let's Go Ministries	TX	\$70,723	Exec Director	\$37,440	\$37,440	2024
Leader Formation International	TX	\$70,764	President	\$52,000	\$52,000	2024
His Throne Room International Ministry Inc	FL	\$71,908	President	\$28,433	\$26,702	2024
Go Forth Ministries	CA	\$53,471	Chief Executive Office	\$24,000	\$20,718	2024
Jesus Ministries International	TX	\$73,708	Secretary	\$1,800	\$1,800	2024
James E Taylor Ministries Inc	TX	\$74,616	President	\$18,000	\$17,536	2025
Ronald E Short Evangelistic Associaton	OK	\$75,118	President	\$47,549	\$52,342	2024
Winner's Circle International Inc	LA	\$49,006	President	\$41,000	\$46,466	2023
Alliance For Transformational	AZ	\$76,514	President	\$113,162	\$108,797	2024
Dong Wha Sa Inc	GA	\$48,872	Ceo	\$3,600	\$3,619	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Servant Ministries Inc	LA	\$77,136	Assoc. Pastor	\$30,000	\$33,024	2024
Manna Ministries Inc	TN	\$77,169	Secretary	\$20,400	\$21,437	2024
Wild (Winning In Life Daily) Ministries	MN	\$78,207	President	\$21,900	\$21,633	2024
Cooperative Baptist Fellowship Of	FL	\$78,220	Coordinator	\$29,913	\$28,922	2023
Mount Olive Missionary Baptist	FL	\$78,474	Pastor	\$11,026	\$10,661	2023
Equipped For Life Inc	NC	\$79,046	Chief Execut	\$34,028	\$35,149	2024
Mission Hope International	HI	\$45,766	President	\$13,194	\$12,158	2023
Praise Unlimited - Wayne West Ministries Inc	PA	\$45,644	President	\$15,000	\$15,395	2023
Be Loved And Be Love Inc	AZ	\$81,307	President	\$18,000	\$17,306	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 33 organizations. Compensation range \$1,800–\$108,797; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$62,707); for reference, expenses \$81,330 and assets \$51,563.

ROLE MATCH Gregory Long, reported title "*Vice President*", 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	1 peer 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	52 nd
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	48 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 (Gregory Long) 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 33 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,000 is reasonable (approximately the 52nd 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.