

Crossroads College

Executive Director / CEO

EIN 410789402

MN · NTEE X20

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Dr Curtis McGinnis, Executive Director / CEO** (\$71,594) against **every comparable organization** that fit the selection criteria — **824** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

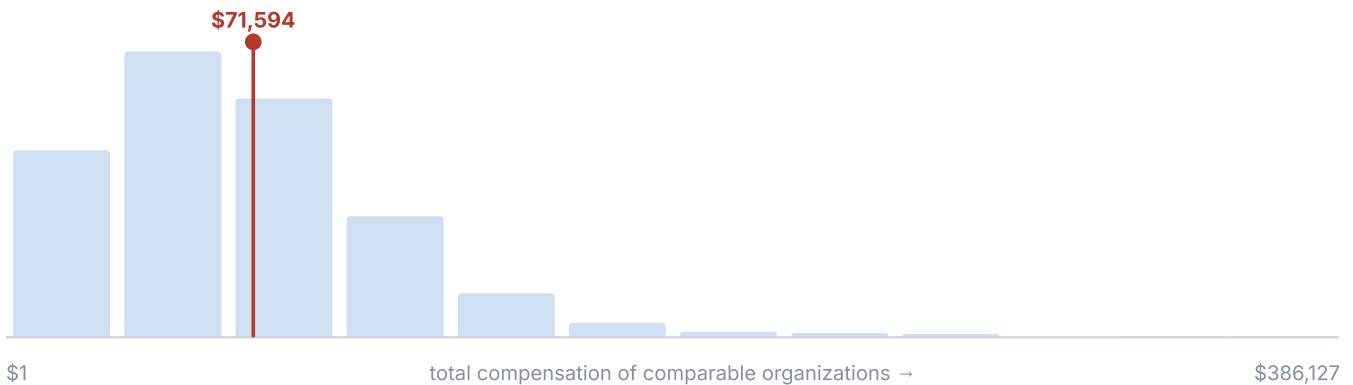
Benchmarked executive: Dr Curtis McGinnis — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$317,249 and \$710,259 — 0.67x to 1.50x the subject's \$473,506 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

824 organizations qualified on sector, size, and geography → **824** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,103	\$36,802	\$62,198	\$92,207	\$121,933	\$71,594
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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
Revival Prayer Institute Inc	GA	\$472,650	Growth Director	\$93,583	\$95,228	2024
Aim Moldova	AL	\$474,644	President/ce	\$86,623	\$97,506	2023
Kairos Benevolence Fund	AZ	\$474,755	Vice President	\$33,778	\$33,847	2023
Life Sports Ministries International	CA	\$474,834	President	\$34,000	\$29,712	2024
Iglesia Evangelica Filadelfia Of Sherman	TX	\$475,526	Senior Pastor	\$42,200	\$43,982	2023
C3 Leaders	WA	\$471,305	President	\$137,615	\$124,690	2024
Stillpoint Retreats Inc	NH	\$471,223	President/se	\$41,535	\$38,813	2024
True North Retreats	TX	\$475,864	Executive Director	\$161,653	\$163,649	2024
Seattle 2030 District	WA	\$470,995	Executive Director	\$122,323	\$110,834	2024
Faith Ranch And Farms Fund	OH	\$470,956	Secretary	\$36,010	\$38,599	2024
Rooted Pastors Inc	MI	\$476,678	Exec Directo	\$90,000	\$94,013	2024
Xingu Mission	OH	\$470,248	President	\$58,000	\$64,006	2023
Destiny Ministries International Inc	FL	\$470,210	President	\$42,951	\$40,835	2024
First Missionary Baptist Church Of Thoma	GA	\$476,871	Ceo	\$20,880	\$21,875	2023
Transform Iran Inc	CA	\$476,874	Chief Executive Officer	\$64,800	\$56,628	2024
Joy Partners International Inc	CA	\$476,985	Secretary	\$27,000	\$22,987	2025
Word Of Life	MI	\$469,977	Treasurer	\$56,521	\$59,041	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Glory Project Inc	CO	\$477,636	President	\$94,890	\$94,803	2023
Eyes Wide Open International	OH	\$477,962	President	\$1,416	\$1,518	2024
Prakash Ministries	VA	\$478,141	Officer	\$36,300	\$35,471	2024
Managed Ministries Inc	AZ	\$478,219	Chairman	\$54,713	\$53,252	2024
Peace Officer Jail Chaplains Association	ND	\$468,132	Executive Director	\$127,850	\$141,991	2024
Project Steps To Christ Inc	NY	\$478,883	Executive Di	\$62,400	\$57,065	2024
Rain Down Ministries	MS	\$467,856	President	\$48,000	\$55,701	2023
Christ Counseling Ministry Inc	TX	\$467,658	Executive Director	\$36,663	\$37,116	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 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	824 organizations. Compensation range \$1–\$386,127; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$473,506); for reference, expenses \$304,090 and assets \$1,453,102.
ROLE MATCH	Dr Curtis McGinnis, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	59 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	58 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 (Dr Curtis McGinnis) 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 824 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,594 is reasonable (approximately the 59th 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.