

Moravian Care Ministries

Executive Director / CEO

EIN 411771225

MN · NTEE X20Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael J Senden, Executive Director / CEO** (\$8,367) against **every comparable organization** that fit the selection criteria — **831** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Michael J Senden — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20Z).
BUDGET	Total revenue between \$142,260 and \$318,493 — 0.67x to 1.50x the subject's \$212,329 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

831 organizations qualified on sector, size, and geography → **831** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,545	\$26,319	\$48,814	\$81,234	\$113,606	\$8,367
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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
Wisconsin Faith And Freedom Inc	AL	\$212,245	President	\$70,911	\$75,306	2024
St Clare Sisters Retreat Ministry Inc	FL	\$212,449	Secretary/treasurer	\$8,000	\$7,387	2024
Hart Ministries	CA	\$212,140	Chairman	\$13,000	\$11,035	2024
Engage 360 Ministries Inc	NC	\$212,105	Executive Officer	\$72,000	\$73,130	2024
Sanctioned Love	OR	\$212,097	President	\$17,094	\$15,605	2024
Ministerio Catedral De Adoracao Inc	NY	\$211,978	Director	\$20,250	\$18,519	2023
Lifeline International Inc	SC	\$211,786	President	\$158,111	\$162,144	2024
U-turn For Christ - Colorado	CO	\$211,717	President	\$45,600	\$42,982	2024
Cyber Civil Rights Initiative Inc	FL	\$211,684	Executive Director	\$80,000	\$76,058	2023
Healing Rain Ministries	OH	\$213,203	President	\$27,600	\$29,584	2023
Empowering Leadership International	TX	\$213,310	President	\$91,235	\$92,361	2023
Past The Wishing Ministries	MN	\$211,242	Executive Director	\$29,000	\$29,000	2023
Arborspring Retreat House	CA	\$213,572	President & Chair	\$82,013	\$69,614	2024
Refuge Kc Inc	MO	\$213,754	Executive Director	\$66,000	\$68,715	2024
Upon The Rock Ministries Inc	WV	\$213,762	President	\$19,516	\$20,771	2024
Dover Christian Church Inc	DE	\$210,782	Pastor	\$17,680	\$17,017	2024
Light For The Nations Inc	GA	\$210,590	Ceo	\$36,000	\$36,633	2023
Living Church	VA	\$214,069	President	\$80,200	\$78,368	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fathers Touch Ministries Inc	CA	\$214,121	President	\$90,000	\$76,394	2024
Very Bold Ministries Inc	TX	\$214,154	President/di	\$82,500	\$81,122	2024
Authentic Movement	TN	\$210,496	President	\$64,700	\$66,852	2024
7117 Ministries Inc	FL	\$210,451	Executive Dir.	\$51,131	\$48,612	2023
Pax Inc	NH	\$214,224	Chairperson	\$80,000	\$72,613	2024
Iglesia Biblica Peniel	MD	\$210,356	Pastor	\$41,283	\$37,940	2024
Choosing Love Ministries Inc	OK	\$214,304	Executive Dir.	\$82,395	\$89,185	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 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	831 organizations. Compensation range \$54–\$465,227; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$212,329); for reference, expenses \$292,743 and assets \$3,242,008.
ROLE MATCH	Michael J Senden, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	94 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 (Michael J Senden) 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 831 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,367 is reasonable (approximately the 6th 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.