

Cyber Civil Rights Initiative Inc

Executive Director / CEO

EIN 463513193

FL · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Gonzalez, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

Benchmarked executive: Michelle Gonzalez — 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).

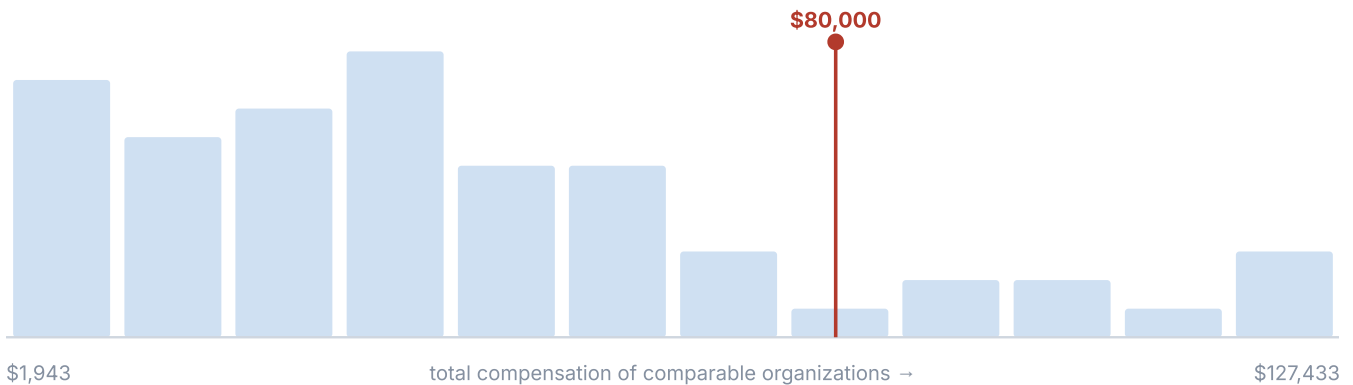
BUDGET Total revenue between \$141,828 and \$317,526 — 0.67x to 1.50x the subject's \$211,684 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20) + FL + budget 0.67–1.5x revenue.

58 organizations qualified on sector, size, and geography

→ **58** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,380	\$19,570	\$38,249	\$61,370	\$95,603	\$80,000
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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 FL 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
St Clare Sisters Retreat Ministry Inc	FL	\$212,449	Secretary/treasurer	\$8,000	\$7,770	2024
7117 Ministries Inc	FL	\$210,451	Executive Dir.	\$51,131	\$51,131	2023
The Collaborative Inc	FL	\$208,060	President	\$37,500	\$36,424	2024
Harvest Of Life Inc	FL	\$215,899	Chairman	\$32,500	\$31,568	2024
The Well Training Ministry Inc	FL	\$205,668	Board Member/community Admin	\$3,000	\$2,914	2024
Ocala United Inc	FL	\$205,659	Director	\$62,400	\$62,400	2023
Ancient Paths Inc	FL	\$220,675	President	\$39,200	\$39,200	2023
Global 504	FL	\$201,459	President	\$58,000	\$56,336	2024
Patriarch Tikhon Russian-american Music	FL	\$222,754	Ceo	\$50,000	\$48,566	2024
Alive Again Ministries Inc	FL	\$199,499	President	\$52,654	\$52,654	2023
Eglise Sur Le Rocher International Petros Ministry	FL	\$197,420	President	\$17,500	\$16,998	2024
Just A Preacher Ministries Inc	FL	\$226,387	President	\$100,000	\$97,131	2024
Concilio Iglesia De Dios Misionera Inc	FL	\$226,530	Director	\$20,000	\$20,000	2023
Frontline International Inc	FL	\$227,817	President	\$114,245	\$114,245	2023
Mike Kruger Ministries Inc	FL	\$195,198	President	\$90,000	\$87,418	2024
Elpis International	FL	\$228,229	President	\$38,400	\$37,298	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Luke Missionary Baptist Church Of Narcoossee Inc	FL	\$193,514	Pastor	\$33,945	\$32,121	2025
The Kingdom Institute Inc	FL	\$232,028	President	\$42,500	\$41,281	2024
New Beginnings Ministries Of Hardee County Inc	FL	\$191,198	Director	\$42,300	\$42,300	2023
Len Ministries Inc	FL	\$188,434	President	\$41,800	\$40,601	2024
Billy Gray Ministries Inc	FL	\$186,761	Gray	\$25,000	\$24,283	2024
Wingspan Foundation Inc	FL	\$184,466	President	\$4,785	\$4,785	2023
Mission Myanmar Inc	FL	\$183,892	Board President	\$16,800	\$16,318	2024
Reach International Ministries Inc	FL	\$182,837	President	\$65,924	\$65,924	2023
Florida Coalition Of Christian	FL	\$241,263	President	\$64,740	\$62,883	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 58 organizations. Compensation range \$1,943–\$127,433; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$211,684); for reference, expenses \$167,338 and assets \$349,095.

ROLE MATCH Michelle Gonzalez, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 1 peer 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	84 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	84 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 (Michelle Gonzalez) 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 58 similarly situated organizations (Same NTEE sector (X20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 84th 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.