

Grace For Glory Global Ministries I

Executive Director / CEO

EIN **464513577**
 FL · NTEE X20
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kathy R Cope, Executive Director / CEO** (\$4,500) 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 6th percentile of comparable organizations

below the typical range for comparable organizations

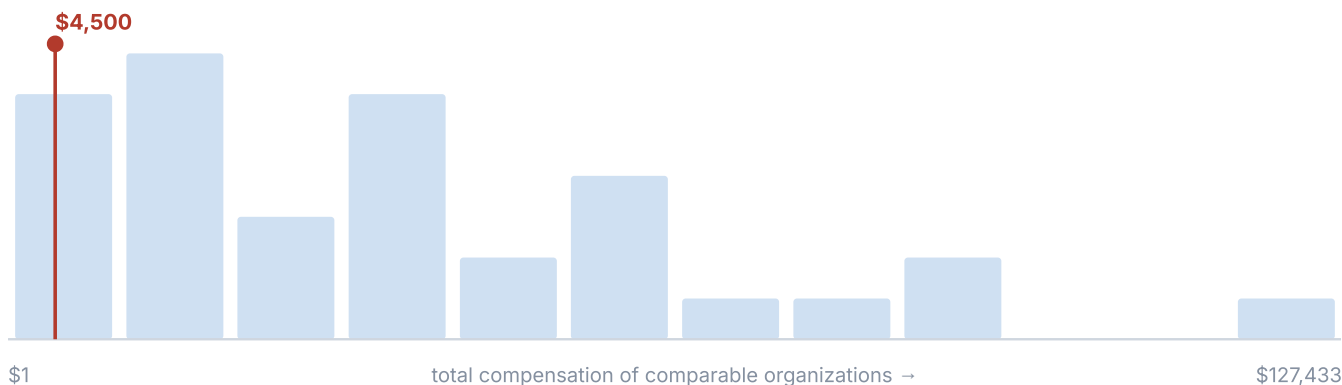
Benchmarked executive: Kathy R Cope — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$90,695 and \$203,049 — 0.67x to 1.50x the subject's \$135,366 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + FL + 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



\$6,553	\$13,562	\$32,121	\$53,250	\$78,457	\$4,500
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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
Doug Holliday Ministries Inc	FL	\$132,813	President	\$54,000	\$54,000	2023
Off The Chain Ministries Inc	FL	\$130,564	Director/president	\$30,000	\$31,230	2022
Beverly Crawford Ministries Inc	FL	\$141,058	President	\$13,963	\$13,562	2024
Strategies4life Inc	FL	\$143,943	Director	\$2,000	\$1,943	2024
Revelation 320 Missionary Ministry And Biblical Teachings Inc	FL	\$146,961	Senior Pastor	\$15,600	\$15,152	2024
Jim Gilbert Ministries Inc	FL	\$150,494	President	\$6,470	\$6,470	2023
Mary Esther Church Of Christ	FL	\$116,799	Evangelist & Secretary	\$52,800	\$52,800	2023
Forrest Ministries Inc	FL	\$154,730	Director	\$30,000	\$29,139	2024
Tim And Gaye Goad Ministries Inc	FL	\$155,538	President	\$97,752	\$94,948	2024
Tommy Brandt Ministries Inc	FL	\$156,047	P	\$11,750	\$11,413	2024
Event Evangelism Inc	FL	\$114,474	President	\$1	\$1	2024
Fountains Of Life Inc	FL	\$112,164	Director	\$63,890	\$62,057	2024
Champions Of Faith International Church Inc	FL	\$158,926	President	\$17,900	\$17,900	2023
Antioch Breakthrough Ministries Inc	FL	\$160,100	Pastor/president	\$41,632	\$40,438	2024
Christ Apostolic Church Of Orlando Inc	FL	\$160,668	President/pastor	\$36,000	\$34,967	2024
Worship United Inc	FL	\$108,269	Officer	\$8,077	\$8,077	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Centro Cristiano El Kairos De Dios Inc	FL	\$107,332	President	\$39,000	\$37,881	2024
New Life International Mission Inc	FL	\$101,525	Director	\$12,994	\$12,621	2024
All Will Know Him Inc	FL	\$91,531	Director	\$7,090	\$6,887	2024
Pathway Learning Inc	FL	\$179,564	Pres/chairma	\$131,197	\$127,433	2024
Advancing Church Ministries	FL	\$179,730	President	\$53,250	\$53,250	2023
One In Christ Inc	FL	\$180,068	Director	\$84,000	\$81,590	2024
Reach International Ministries Inc	FL	\$182,837	President	\$65,924	\$65,924	2023
Mission Myanmar Inc	FL	\$183,892	Board President	\$16,800	\$16,318	2024
Wingspan Foundation Inc	FL	\$184,466	President	\$4,785	\$4,785	2023

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	33 organizations. Compensation range \$1–\$127,433; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$135,366); for reference, expenses \$152,757 and assets \$206,539.
ROLE MATCH	Kathy R Cope, reported title " <i>PRESIDENT</i> ", 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	6 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 (Kathy R Cope) 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 (X20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,500 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.