

Awaken Ministries

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Jackson, Executive Director / CEO** (\$39,934) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

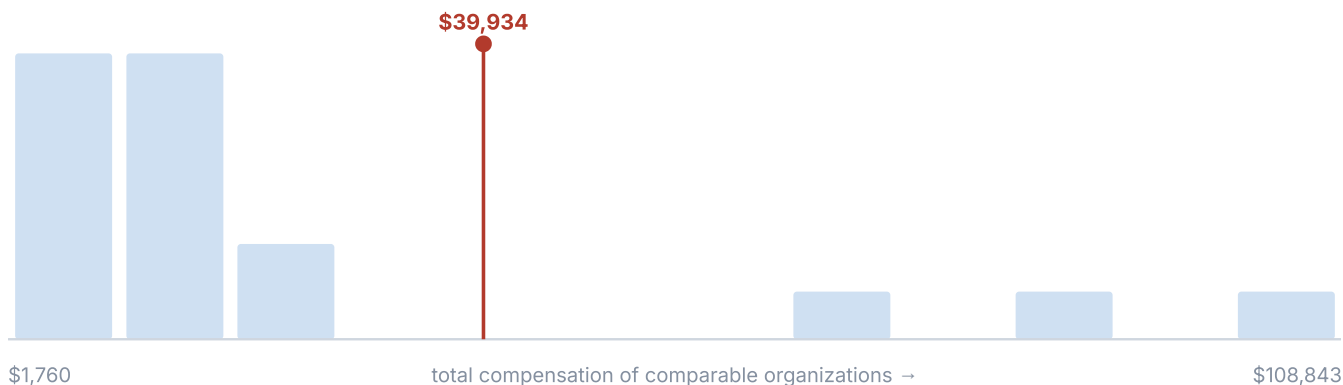
Benchmarked executive: Daniel Jackson — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$20,177 and \$45,174 — 0.67x to 1.50x the subject's \$30,116 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,235	\$5,747	\$12,228	\$21,216	\$78,804	\$39,934
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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 MI 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
He Will Restore Ministries	CO	\$31,304	President	\$10,500	\$9,754	2023
The Urban Ministry Institute Of Colorado	CO	\$27,989	Dean	\$12,000	\$11,148	2023
Principles Of Kingdom Living Ministries Inc	FL	\$32,410	President	\$6,500	\$5,747	2024
Christ's Servants Abroad	FL	\$33,600	President	\$24,000	\$21,216	2024
Methodist Church Nigeria Usa Inc	MD	\$34,536	Minister In Charge	\$13,500	\$12,228	2023
Discovery Missions International Inc	TX	\$34,820	Director	\$92,644	\$89,785	2023
Fsf Church	SC	\$24,408	Director	\$12,000	\$11,781	2024
Ross Ministries Inc	TX	\$37,273	President	\$112,309	\$108,843	2023
Sportworks Ministry Inc	NC	\$37,297	Campus Director	\$3,000	\$3,003	2023
Wright Way Ministries Inc	FL	\$38,033	President	\$30,000	\$26,521	2024
Heartcry For Change	WA	\$39,270	President	\$15,000	\$13,011	2023
Tree Of Life Ministries Of Daytona	FL	\$40,059	President	\$80,860	\$71,483	2024
Revivlife Church Inc	OK	\$41,146	Campus Pastor	\$4,000	\$4,267	2023
Divine Temple Of God Ministries Church Inc	MD	\$41,433	Minister	\$2,000	\$1,760	2024
Nation Strategy	AZ	\$42,148	President	\$19,390	\$18,067	2023
The Bubba Adventure-it's All 4 Him	TX	\$42,367	Executive Director	\$16,500	\$15,532	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bobby Garcia Ministries	TX	\$43,855	President	\$3,600	\$3,389	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	17 organizations. Compensation range \$1,760–\$108,843; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$30,116); for reference, expenses \$29,788 and assets \$1,970.
ROLE MATCH	Daniel Jackson, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	3 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	82 nd
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	82 nd

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 (Daniel Jackson) 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 17 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,934 is reasonable (approximately the 82nd 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.