

# Grace Haven Baptist Fellowship Inc

Executive Director / CEO

EIN 550838704

NC · NTEE X21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ginger Graves, Executive Director / CEO** (\$34,116) against **every comparable organization** that fit the selection criteria — **256** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43<sup>rd</sup>** percentile of comparable organizations within the typical range

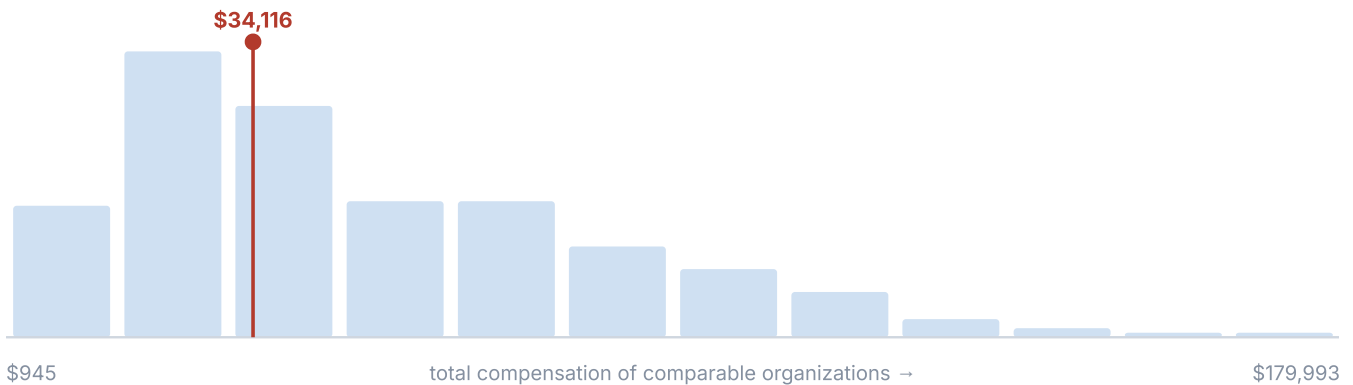
**Benchmarked executive:** Ginger Graves — reported title "DIRECTOR/STAFF", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$126,638 and \$283,518 — 0.67x to 1.50x the subject's \$189,012 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

**256** organizations qualified on sector, size, and geography → **256** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,580	\$24,338	\$40,681	\$68,535	\$100,074	\$34,116
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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 NC 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
<a href="#">Life Out Of Death Ministries Inc</a>	NC	\$188,864	President	\$66,000	<b>\$64,106</b>	2024
<a href="#">Grace &amp; Truth Fellowship Church Inc</a>	IN	\$189,248	President	\$25,992	<b>\$26,528</b>	2023
<a href="#">Arthur Blessitt Evangelistic</a>	CO	\$188,699	President	\$36,000	<b>\$33,408</b>	2023
<a href="#">Sanctuary Of Living Waters Inc</a>	FL	\$191,007	President	\$12,455	<b>\$10,999</b>	2024
<a href="#">Christ Fellowship Church Of God In Christ Inc</a>	FL	\$191,246	Director/sr. Pastor	\$20,231	<b>\$17,866</b>	2024
<a href="#">Honornet Inc</a>	OK	\$192,298	President	\$57,500	<b>\$59,519</b>	2024
<a href="#">Wesley Putnam Ministries</a>	TX	\$192,585	Pres/exec.di	\$160,674	<b>\$151,087</b>	2024
<a href="#">Supreme Task International Inc</a>	GA	\$184,534	President & Ceo	\$102,479	<b>\$99,724</b>	2023
<a href="#">St Paul Missionary Baptist Church</a>	TX	\$194,151	Clerk	\$15,424	<b>\$14,503</b>	2024
<a href="#">Shine School Partnership</a>	NM	\$194,319	Executive Director (Stepped Down March 2023) And Became Board Member	\$31,083	<b>\$32,355</b>	2023
<a href="#">Westminster Christian Fellowship Inc</a>	GA	\$194,936	Director	\$124,158	<b>\$120,820</b>	2023
<a href="#">Sonlife Classic Nfp</a>	IL	\$194,957	Executive Director	\$21,108	<b>\$19,507</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Grateful Fellowship Community</a>	TX	\$195,344	Office Manager	\$78,000	<b>\$75,512</b>	2023
<a href="#">All About Him Ministries Inc</a>	SC	\$195,832	Director	\$24,000	<b>\$23,536</b>	2024
<a href="#">Freedom For Appalachia Community Development Organization</a>	OH	\$182,171	President	\$40,103	<b>\$39,928</b>	2024
<a href="#">Haitian Pentecostal Church And Home Of Hope World Wide</a>	NJ	\$195,893	President/youth Program Director/trustee	\$28,550	<b>\$24,670</b>	2023
<a href="#">Touch The World Ministries Inc</a>	NC	\$181,906	Accountant/bookkeeper	\$23,121	<b>\$23,121</b>	2023
<a href="#">Solid Rock Baptist Church</a>	DE	\$181,454	Pastor	\$29,323	<b>\$26,990</b>	2024
<a href="#">Compassion Bridges</a>	CA	\$181,423	President	\$34,600	<b>\$28,915</b>	2023
<a href="#">Lutheran Ministry Services Northwest</a>	WA	\$196,876	Ex Dir	\$35,000	<b>\$28,698</b>	2025
<a href="#">International Prayer Ministries Inc</a>	MO	\$196,881	President	\$73,870	<b>\$73,549</b>	2024
<a href="#">United Christian Ministires Inc</a>	MS	\$180,898	President	\$48,887	<b>\$51,183</b>	2024
<a href="#">Berlin Ministries International</a>	SC	\$197,173	Ministry Assistant	\$46,000	<b>\$45,111</b>	2024
<a href="#">Iglesia Pentecostal Unida Hispana</a>	NY	\$197,799	Pastor	\$20,800	<b>\$17,668</b>	2024
<a href="#">Smoky Mountain Resort Ministries Inc</a>	TN	\$198,233	Executive Director	\$50,000	<b>\$50,865</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	256 organizations. Compensation range \$945–\$179,993; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$189,012); for reference, expenses \$164,814 and assets \$1,728,588.
ROLE MATCH	Ginger Graves, reported title " <i>DIRECTOR/STAFF</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	43 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	36 <sup>th</sup>
Reportable pay only (column D), adjusted	50 <sup>th</sup>
All sources (D + E + F), adjusted	42 <sup>nd</sup>

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 (Ginger Graves) 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 256 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,116 is reasonable (approximately the 43<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.