

Africa Church-planting & Training In Vocational Ed

Executive Director / CEO

EIN 562661048
 IN · NTEE X99
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Peter C Makiryado, Executive Director / CEO** (\$19,350) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **21st** percentile of comparable organizations

below the typical range for comparable organizations

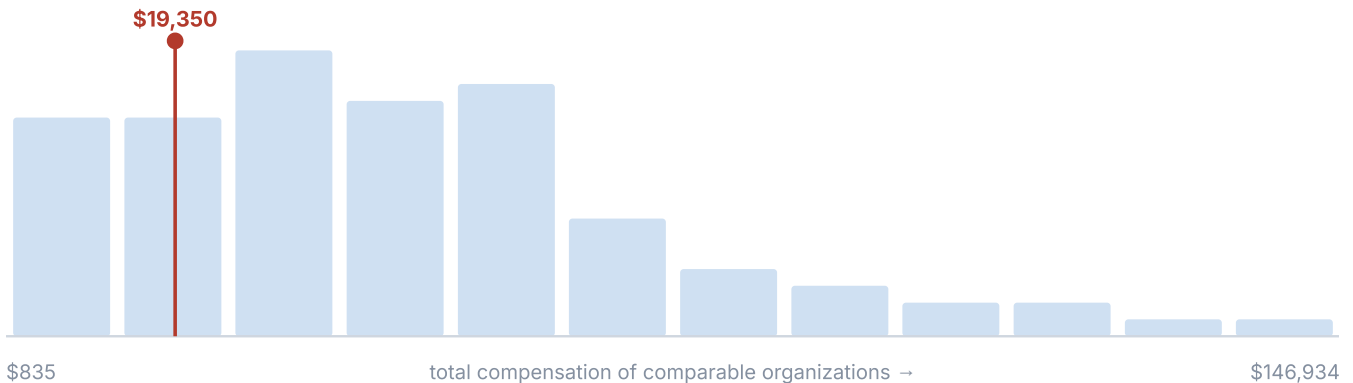
Benchmarked executive: Peter C Makiryado — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$89,123 and \$199,530 — 0.67x to 1.50x the subject's \$133,020 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

92 organizations qualified on sector, size, and geography → **92** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,847 10TH	\$22,886 25TH	\$38,835 MEDIAN	\$56,717 75TH	\$82,437 90TH	\$19,350 THIS ORG · 21ST
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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 IN 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
New Wilderness Adventures	NC	\$133,340	Exec Director	\$23,500	\$23,026	2024
Highlands Mission Cooperative Inc	GA	\$133,892	President & Ceo	\$26,500	\$26,013	2023
Camp Gilead Bible Camp	OH	\$134,761	President	\$6,200	\$6,411	2023
Wine Women In The New Evangelization	MN	\$130,747	Secretary & Treasurer	\$13,000	\$12,181	2024
Movement Day Greater Dallas	TX	\$128,186	Executive Dir.	\$21,300	\$20,204	2024
Gospel Carrier International Inc	MD	\$139,487	Executive Director	\$85,053	\$77,630	2023
Prf Teaching Ministry	AL	\$141,919	Board Chair And Executive Director	\$40,051	\$41,030	2024
Windows To The Divine	CO	\$123,746	President	\$36,000	\$33,700	2023
Pearce Foundation Inc	IL	\$143,244	Director	\$2,263	\$2,110	2024
Charis Foundation For New Monasticism & Interspirituality	NM	\$121,147	President, Director Of Keating-schachter Center	\$50,800	\$51,812	2024
This Redeemed Life	TX	\$120,165	President	\$33,815	\$32,076	2024
Ignition Point Ministries Inc	FL	\$145,924	President	\$72,277	\$64,386	2024
Women's Circle Inc	FL	\$119,472	Director	\$72,000	\$66,034	2023
Mt Zion Pentecostal Churches Of God	NJ	\$119,356	President	\$28,600	\$25,951	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Boston Collaborative Inc	MA	\$146,727	Executive Director	\$101,250	\$86,278	2024
The Opened Bible Academy	TX	\$147,364	Secretary	\$71,875	\$70,192	2023
Grad Resources	TX	\$117,974	Chairman	\$72,000	\$68,296	2024
Mission Life Inc	FL	\$149,174	Ceo/founder	\$18,308	\$16,309	2024
Share All Our Blessings Inc	FL	\$149,276	President Secretary Director	\$72,000	\$64,139	2024
Church United	CA	\$116,515	Vice President	\$45,000	\$36,847	2024
Get The Word Out Inc	CO	\$115,218	President	\$41,670	\$37,889	2024
Emmanuel Missionary Institute Inc	MD	\$151,000	President	\$85,090	\$75,436	2024
Mahayogi Yoga Mission Inc	NY	\$113,198	President	\$5,000	\$4,411	2023
Heavenly Grace Ministries Inc	NY	\$113,062	President	\$33,000	\$28,277	2024
Louder Than Words Ministries	NC	\$153,970	Executive Director	\$32,400	\$31,746	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN cost of living and 2024 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 IN 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 92 organizations. Compensation range \$835–\$146,934; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$133,020); for reference, expenses \$158,675 and assets \$704,877.

ROLE MATCH	Peter C Makiriyado, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	18 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 (Peter C Makiriyado) 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 92 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,350 is reasonable (approximately the 21st 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.