

One In Christ Inc

Executive Director / CEO

EIN 593469851

FL · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Steve Pettit, Executive Director / CEO** (\$84,000) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

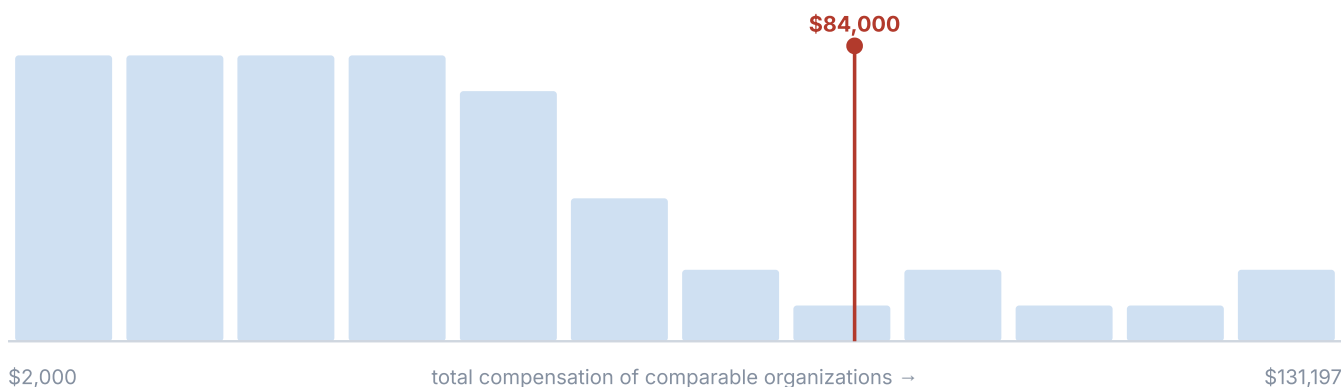
Benchmarked executive: Steve Pettit — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$120,645 and \$270,102 — 0.67x to 1.50x the subject's \$180,068 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + FL + budget 0.67–1.5x revenue.

52 organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,795	\$18,857	\$37,950	\$56,196	\$89,236	\$84,000
---------	----------	----------	----------	----------	----------



● 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
Advancing Church Ministries	FL	\$179,730	President	\$53,250	\$54,823	2023
Pathway Learning Inc	FL	\$179,564	Pres/chairma	\$131,197	\$131,197	2024
Reach International Ministries Inc	FL	\$182,837	President	\$65,924	\$67,871	2023
Mission Myanmar Inc	FL	\$183,892	Board President	\$16,800	\$16,800	2024
Wingspan Foundation Inc	FL	\$184,466	President	\$4,785	\$4,926	2023
Billy Gray Ministries Inc	FL	\$186,761	Gray	\$25,000	\$25,000	2024
Len Ministries Inc	FL	\$188,434	President	\$41,800	\$41,800	2024
New Beginnings Ministries Of Hardee County Inc	FL	\$191,198	Director	\$42,300	\$43,549	2023
St Luke Missionary Baptist Church Of Narcoossee Inc	FL	\$193,514	Pastor	\$33,945	\$33,070	2025
Mike Kruger Ministries Inc	FL	\$195,198	President	\$90,000	\$90,000	2024
Eglise Sur Le Rocher International Petros Ministry	FL	\$197,420	President	\$17,500	\$17,500	2024
Christ Apostolic Church Of Orlando Inc	FL	\$160,668	President/pastor	\$36,000	\$36,000	2024
Alive Again Ministries Inc	FL	\$199,499	President	\$52,654	\$54,209	2023
Antioch Breakthrough Ministries Inc	FL	\$160,100	Pastor/president	\$41,632	\$41,632	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Champions Of Faith International Church Inc	FL	\$158,926	President	\$17,900	\$18,429	2023
Global 504	FL	\$201,459	President	\$58,000	\$58,000	2024
Tommy Brandt Ministries Inc	FL	\$156,047	P	\$11,750	\$11,750	2024
Tim And Gaye Goad Ministries Inc	FL	\$155,538	President	\$97,752	\$97,752	2024
Forrest Ministries Inc	FL	\$154,730	Director	\$30,000	\$30,000	2024
Ocala United Inc	FL	\$205,659	Director	\$62,400	\$64,243	2023
The Well Training Ministry Inc	FL	\$205,668	Board Member/community Admin	\$3,000	\$3,000	2024
The Collaborative Inc	FL	\$208,060	President	\$37,500	\$37,500	2024
Jim Gilbert Ministries Inc	FL	\$150,494	President	\$6,470	\$6,661	2023
7117 Ministries Inc	FL	\$210,451	Executive Dir.	\$51,131	\$52,641	2023
Cyber Civil Rights Initiative Inc	FL	\$211,684	Executive Director	\$80,000	\$82,363	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 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 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 52 organizations. Compensation range \$2,000–\$131,197; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$180,068); for reference, expenses \$144,609 and assets \$685,966.

ROLE MATCH Steve Pettit, reported title "*Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	88 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	88 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 (Steve Pettit) 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 52 similarly situated organizations (Same NTEE sector (X20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,000 is reasonable (approximately the 88th 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.