

# Endurance Leadership Inc

Executive Director / CEO

EIN 743191443

FL · NTEE X20

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **William Cravens, Executive Director / CEO** (\$100,900) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

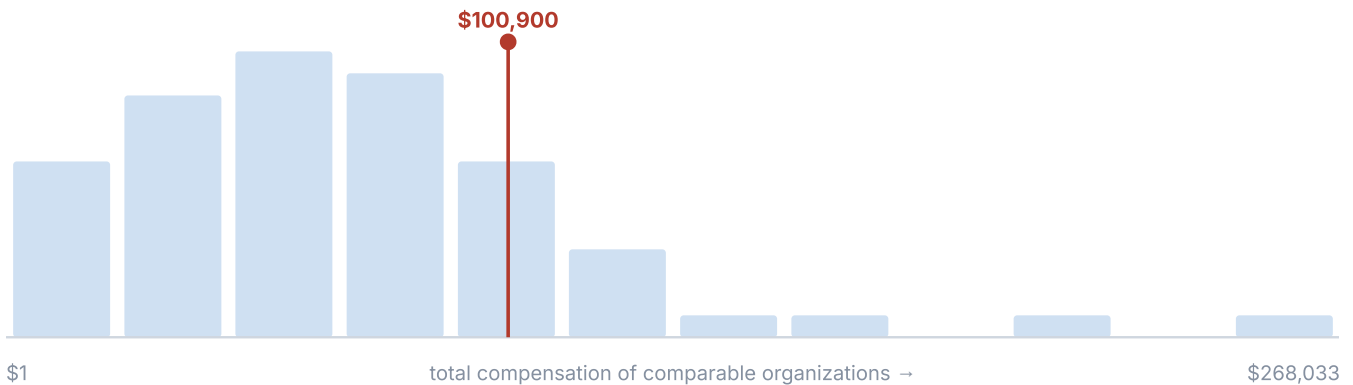
**Benchmarked executive:** William Cravens — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$280,859 and \$628,791 — 0.67x to 1.50x the subject's \$419,194 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + FL + budget 0.67–1.5x revenue.

**60** organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,049	\$38,736	\$61,218	\$90,001	\$119,379	\$100,900
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 82ND
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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
<a href="#">Unity In The Family Ministry Inc</a>	FL	\$418,165	Executive Director	\$79,813	<b>\$77,523</b>	2024
<a href="#">Center Of Revival Inc</a>	FL	\$422,379	President	\$74,000	<b>\$71,877</b>	2024
<a href="#">Sarasota Hope House Inc</a>	FL	\$415,920	President	\$48,150	<b>\$46,769</b>	2024
<a href="#">Megavoice International</a>	FL	\$423,573	Executive Di	\$16,000	<b>\$15,541</b>	2024
<a href="#">Rejoice Marriage Ministries Inc</a>	FL	\$432,700	Executive Director	\$58,123	<b>\$56,455</b>	2024
<a href="#">Hislight International Ministries Inc</a>	FL	\$434,587	President	\$120,598	<b>\$120,598</b>	2023
<a href="#">Life To Life Ministries Inc</a>	FL	\$436,544	9249 Toby Lane, Orlando, FL 32817-1398	\$70,347	<b>\$70,347</b>	2023
<a href="#">Outreach To America's Youth Inc</a>	FL	\$437,243	Executive Director	\$84,185	<b>\$81,770</b>	2024
<a href="#">Fresh Breath International Worship Center Inc</a>	FL	\$439,248	Pastor	\$44,200	<b>\$44,200</b>	2023
<a href="#">Ellel Ministries (Usa) Inc</a>	FL	\$395,967	President	\$69,565	<b>\$69,565</b>	2023
<a href="#">Hogue Ministries Inc</a>	FL	\$392,368	President	\$20,271	<b>\$20,271</b>	2023
<a href="#">Jesus At The Door Inc</a>	FL	\$391,778	President	\$38,400	<b>\$37,298</b>	2024
<a href="#">Assembleia De Deus Luz Do Mundo Inc</a>	FL	\$383,143	President	\$1	<b>\$1</b>	2022
<a href="#">Mission International Iglesia Jesucristo</a>	FL	\$380,925	Director	\$73,680	<b>\$73,680</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tree Of Life Foundation And</a>	FL	\$378,840	President	\$79,000	<b>\$76,734</b>	2024
<a href="#">One Name Ministry Inc</a>	FL	\$374,984	Vp	\$45,500	<b>\$45,500</b>	2023
<a href="#">El Taller Del Maestro Inc</a>	FL	\$374,061	President	\$28,766	<b>\$28,766</b>	2023
<a href="#">From The Ground Up Ministries Inc</a>	FL	\$369,257	Vpdirector	\$12,000	<b>\$12,000</b>	2023
<a href="#">Foundations Of Freedom Inc</a>	FL	\$369,000	President	\$52,000	<b>\$50,508</b>	2024
<a href="#">Destiny Ministries International Inc</a>	FL	\$470,210	President	\$42,951	<b>\$41,719</b>	2024
<a href="#">United Nations For Israel Inc</a>	FL	\$363,888	President	\$68,900	<b>\$66,923</b>	2024
<a href="#">Christ Is The Answer Ministries Inc</a>	FL	\$361,100	President	\$83,016	<b>\$80,634</b>	2024
<a href="#">West Florida Foster Care Services</a>	FL	\$479,979	Executive Director	\$57,600	<b>\$57,600</b>	2023
<a href="#">Sonship International Inc</a>	FL	\$484,034	Gilmour	\$208,148	<b>\$208,148</b>	2023
<a href="#">Destiny Align Ministries Inc</a>	FL	\$353,009	Executive Di	\$67,115	<b>\$67,115</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **60** organizations. Compensation range \$1–\$268,033; filing years 2022–2024.

SIZE BASIS	Matched on total revenue (\$419,194); for reference, expenses \$464,066 and assets \$33,928.
ROLE MATCH	William Cravens, reported title " <i>President</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 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	83 <sup>rd</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	82 <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 (William Cravens) 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 10, 2026, comparing compensation against 60 similarly situated organizations (Same NTEE sector (X20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,900 is reasonable (approximately the 82<sup>nd</sup> 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 10, 2026.