

# International Training And

Executive Director / CEO

EIN 751535002

OR · NTEE X21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dr Chris Mcmillan, Executive Director / CEO** (\$110,163) against **every comparable organization** that fit the selection criteria — **284** 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

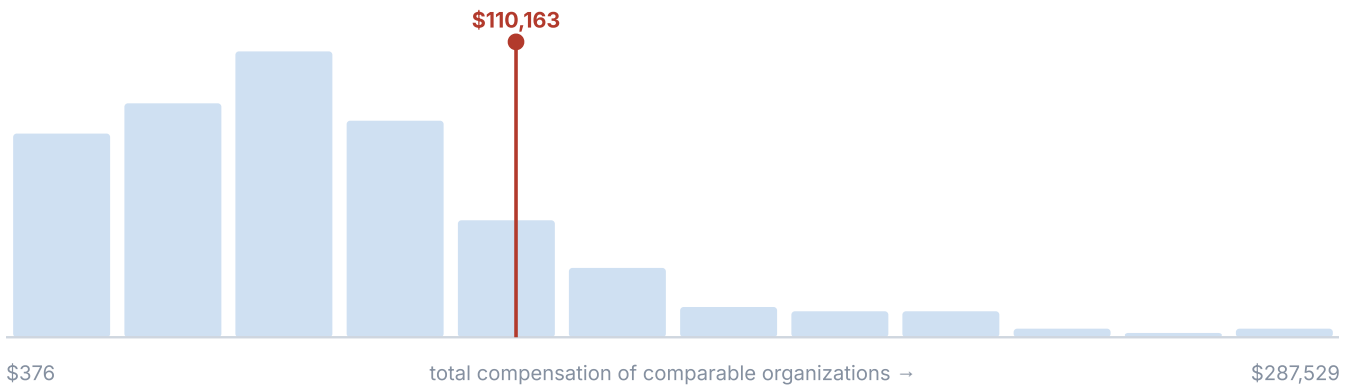
**Benchmarked executive:** Dr Chris Mcmillan — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$286,563 and \$641,559 — 0.67x to 1.50x the subject's \$427,706 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

**284** organizations qualified on sector, size, and geography → **284** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,696	\$33,996	\$61,551	\$91,687	\$133,614	\$110,163
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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 OR 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="#">Lifetouch Ministries Inc</a>	IN	\$426,706	Executive Direc	\$21,400	<b>\$23,604</b>	2024
<a href="#">University Christian Church Legacy Foundation</a>	WA	\$428,707	Managing Director	\$94,796	<b>\$91,392</b>	2023
<a href="#">Deeper Still Missions</a>	TN	\$428,805	Executive Direc	\$14,600	<b>\$16,526</b>	2023
<a href="#">Cornerstone Outreach Center Of Amarillo Inc</a>	TX	\$426,104	Officer	\$72,000	<b>\$75,330</b>	2024
<a href="#">Life Generating Church Inc</a>	FL	\$425,242	Director	\$9,600	<b>\$9,711</b>	2023
<a href="#">Conexion Training Inc</a>	GA	\$430,212	President	\$101,469	<b>\$106,712</b>	2024
<a href="#">One Another Ministries International</a>	CA	\$430,254	Vice President	\$29,472	<b>\$26,618</b>	2024
<a href="#">Fathers House</a>	MN	\$431,290	Trustee	\$24,000	<b>\$25,537</b>	2023
<a href="#">The Tolson Group</a>	TX	\$423,309	Director, President	\$176,093	<b>\$184,239</b>	2024
<a href="#">Elijah's Retreat Inc</a>	TX	\$422,551	Program Director	\$46,299	<b>\$48,441</b>	2024
<a href="#">21c International Incorporated</a>	FL	\$433,137	—	\$94,500	<b>\$92,853</b>	2024
<a href="#">Peak 7 Adventures</a>	WA	\$433,333	Executive Dir.	\$64,281	<b>\$61,973</b>	2023
<a href="#">Raccoon River Bible Conference</a>	IA	\$433,663	Director	\$61,960	<b>\$70,958</b>	2024
<a href="#">Jesus Vive Hoy-jesus Is Alive Today</a>	FL	\$421,038	Ministry & Systems Coordinator	\$16,450	<b>\$16,163</b>	2024
<a href="#">Jabbock Ministries Inc</a>	GA	\$420,341	Director	\$36,000	<b>\$38,978</b>	2023
<a href="#">Campus Christian Fellowship</a>	MO	\$435,869	Campus Minister	\$48,375	<b>\$55,173</b>	2023
<a href="#">Shepherds' Support Inc</a>	TX	\$437,090	Executive Director	\$116,520	<b>\$125,511</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Men's Leadership Ministries</a>	TX	\$417,981	Executive Director	\$197,600	<b>\$206,740</b>	2024
<a href="#">Northlake Hope Center</a>	TX	\$416,480	Executive Di	\$55,000	<b>\$57,544</b>	2024
<a href="#">Pneumatrix Inc</a>	CA	\$416,076	Board Member	\$44,578	<b>\$40,261</b>	2024
<a href="#">Mdc Today Foundation Inc</a>	GA	\$415,921	President	\$206,041	<b>\$223,087</b>	2023
<a href="#">Healing Rooms Ministries</a>	WA	\$439,784	President	\$6,738	<b>\$6,496</b>	2023
<a href="#">Pact Ministry Inc</a>	GA	\$439,827	President	\$127,927	<b>\$134,537</b>	2024
<a href="#">Jesus Center Church Inc</a>	GA	\$414,670	Pastor	\$18,000	<b>\$19,489</b>	2023
<a href="#">Bridges For Life Ministries</a>	PA	\$414,327	President	\$48,309	<b>\$50,388</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	<b>284</b> organizations. Compensation range \$376–\$287,529; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$427,706); for reference, expenses \$458,374 and assets \$234,419.
ROLE MATCH	Dr Chris Mcmillan, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	81 <sup>st</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 (Dr Chris Mcmillan) 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 284 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,163 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 9, 2026.