

Ten14 Ministries

Executive Director / CEO

EIN 752662993

TX · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Samson Titus, Executive Director / CEO** (\$24,661) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

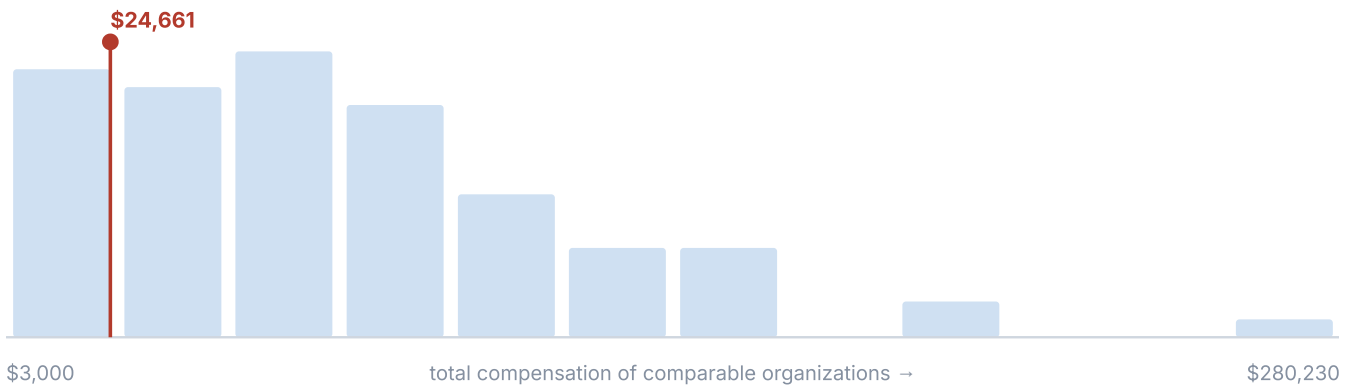
Benchmarked executive: Samson Titus — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

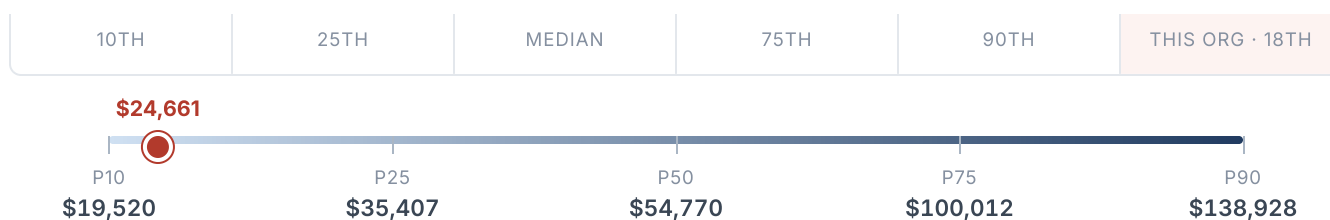
SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$125,180 and \$280,255 — 0.67x to 1.50x the subject's \$186,837 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

79 organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,520	\$35,407	\$54,770	\$100,012	\$138,928	\$24,661
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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 TX 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
Movement Makers Ministries Inc	TX	\$186,602	Director/pre	\$99,799	\$99,799	2024
Armlynk International	TX	\$186,418	Field Director	\$140,000	\$144,135	2023
Restoration City Inc	TX	\$186,188	Asst Directo	\$7,875	\$8,108	2023
Go Drill International Inc	TX	\$185,914	President	\$41,748	\$42,981	2023
Christian Outdoor Ministry	TX	\$189,251	President	\$52,100	\$52,100	2024
Soundforgers International	TX	\$190,392	President	\$129,166	\$129,166	2024
Agape Indians Ministries Intl Inc	TX	\$181,577	President	\$10,500	\$10,500	2024
Downtown Church Of Christ	TX	\$180,212	Bookkeeper	\$4,200	\$4,200	2024
Illuminate Ministries	TX	\$179,306	Executive Di	\$75,384	\$75,384	2024
Truth Of Life Inc	TX	\$178,016	President	\$137,744	\$137,744	2024
By Example Missions	TX	\$195,717	Executive Director	\$52,800	\$52,800	2024
Lifemark Ministries Db Next Step	TX	\$177,006	Executive Director	\$50,000	\$50,000	2024
Austin Global Ambassadors Inc	TX	\$176,486	Chairman/executive Director	\$102,333	\$102,333	2024
Mike Guzzardo Ministries	TX	\$198,000	President	\$280,230	\$280,230	2024
Free Grace International	TX	\$198,049	Chairman	\$43,500	\$44,785	2023
Prayermentor	TX	\$202,251	President	\$101,544	\$101,544	2024
Nik Ripken Ministries	TX	\$203,890	President	\$32,400	\$32,400	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Joyful Korean Community Church	TX	\$203,890	Senior Pastor	\$29,700	\$30,577	2023
Gap At Sawmill Meadow	TX	\$206,782	Vice President	\$3,000	\$3,000	2024
Reach Asia Ministries Inc	TX	\$208,646	President/ceo	\$45,500	\$45,500	2024
Trexo Dmm Inc	TX	\$208,903	Director	\$149,605	\$154,024	2023
Biblical Leadership For Excellence Inc	TX	\$209,687	Executive Director	\$82,000	\$82,000	2024
Taylorglobalconsult	TX	\$161,825	President	\$84,696	\$87,198	2023
Empowering Leadership International	TX	\$213,310	President	\$91,235	\$93,930	2023
Very Bold Ministries Inc	TX	\$214,154	President/di	\$82,500	\$82,500	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	79 organizations. Compensation range \$3,000–\$280,230; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$186,837); for reference, expenses \$172,055 and assets \$23,600.
ROLE MATCH	Samson Titus, reported title " <i>Director</i> ", 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.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	24 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 (Samson Titus) 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 79 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,661 is reasonable (approximately the 18th 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.