

Unison Harvest International Inc

Executive Director / CEO

EIN 770554284

CA · NTEE X99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Clifford Graham, Executive Director / CEO** (\$174,296) against **every comparable organization** that fit the selection criteria — **187** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

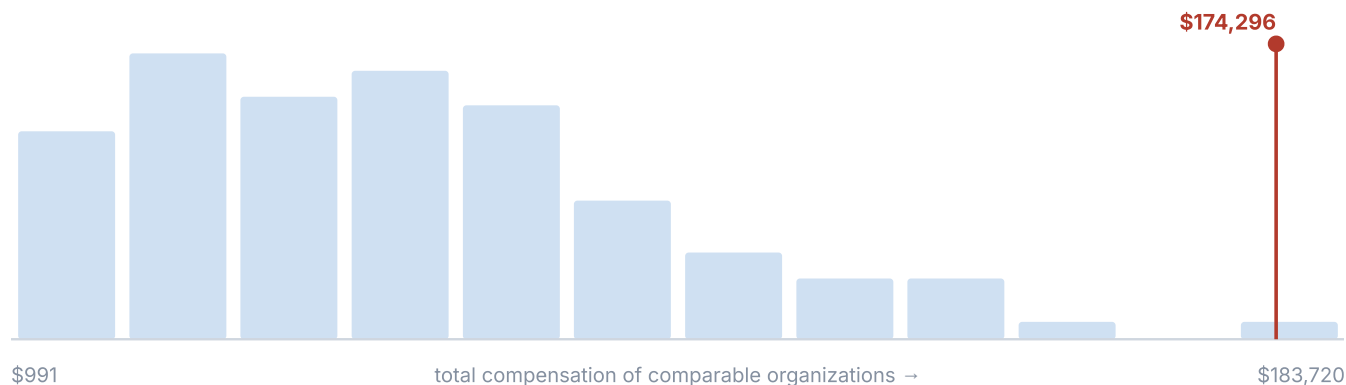
Benchmarked executive: Clifford Graham — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$121,040 and \$270,985 — 0.67x to 1.50x the subject's \$180,657 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

187 organizations qualified on sector, size, and geography → **187** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,793	\$28,108	\$51,433	\$76,267	\$103,473	\$174,296
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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 CA 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
Full Gospel Baltimore Church	MD	\$179,955	Pastor	\$23,965	\$25,947	2023
Assembly Care Ministries Inc	NC	\$179,905	Director	\$10,000	\$11,623	2024
Project Lee Ministries Inc	NY	\$179,481	President Ceo	\$70,200	\$71,354	2024
Harbor House Of Rochester Inc	NY	\$181,868	Executive Director	\$58,226	\$60,932	2023
Alameda Muslim League	CA	\$179,144	Imaam Minister	\$46,700	\$46,700	2023
Good News Radio Broadcasting Inc	AZ	\$182,391	President	\$114,600	\$123,974	2024
Transformation Prayer Ministry	SC	\$183,294	Director	\$95,000	\$111,481	2024
Be The One Ministries	AR	\$184,620	President	\$22,266	\$28,984	2023
Institute For Biblical Counseling & Discipleship	LA	\$184,730	Managing Director	\$800	\$991	2024
Cdaide Inc	ID	\$176,553	Executive Dir.	\$81,580	\$95,103	2025
Anchor House Inc	FL	\$186,398	Executive Director	\$52,820	\$55,816	2024
Camp Presmont Inc	OH	\$174,442	Executive Director	\$24,833	\$30,460	2023
Randydon Ministries	MI	\$187,387	President	\$98,506	\$114,369	2024
Beauty For Ashes Ministries Inc	TN	\$187,796	Executive Director Vice Pres	\$29,500	\$35,910	2023
His Healing Light Ministries	CO	\$173,266	Founding Director	\$42,716	\$46,073	2024
The Momentum Group	ID	\$188,950	Ceo	\$43,661	\$52,244	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Isnag Ministries Foundation	NC	\$171,898	President	\$30,000	\$34,868	2024
Common Grace Ministries Inc	IN	\$171,687	Exec Directo	\$53,655	\$65,527	2023
North Georgia Interfaith Minis	GA	\$189,684	Exec Director	\$51,365	\$59,811	2023
Mision De Jesucristo Fuente De Salvacion	CA	\$168,982	Minister	\$26,400	\$25,643	2024
Eternal Awakenings	TX	\$168,858	President	\$6,000	\$6,751	2024
Vaad Hakashruth Of Kansas City Inc	KS	\$192,474	Executive Director (Term Ended October 2023)	\$51,223	\$64,086	2023
The Katz-helen And Ray Whittle Jr	GA	\$168,587	Executive Dir.	\$26,460	\$30,811	2023
Brent Gambrell Ministries	TN	\$192,827	President	\$47,702	\$58,068	2023
Gracepoint Institute	NE	\$168,467	Ceo	\$56,250	\$70,064	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	187 organizations. Compensation range \$991–\$183,720; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$180,657); for reference, expenses \$251,842 and assets \$29,657.
ROLE MATCH	Clifford Graham, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 6 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	98 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 (Clifford Graham) 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 187 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$174,296 is reasonable (approximately the 99th 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.