

# Christianity Engaged

Executive Director / CEO

EIN 815393192

AZ · NTEE X80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David Erhart, Executive Director / CEO** (\$96,000) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** David Erhart — reported title “PRESIDENT AND CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (X80).

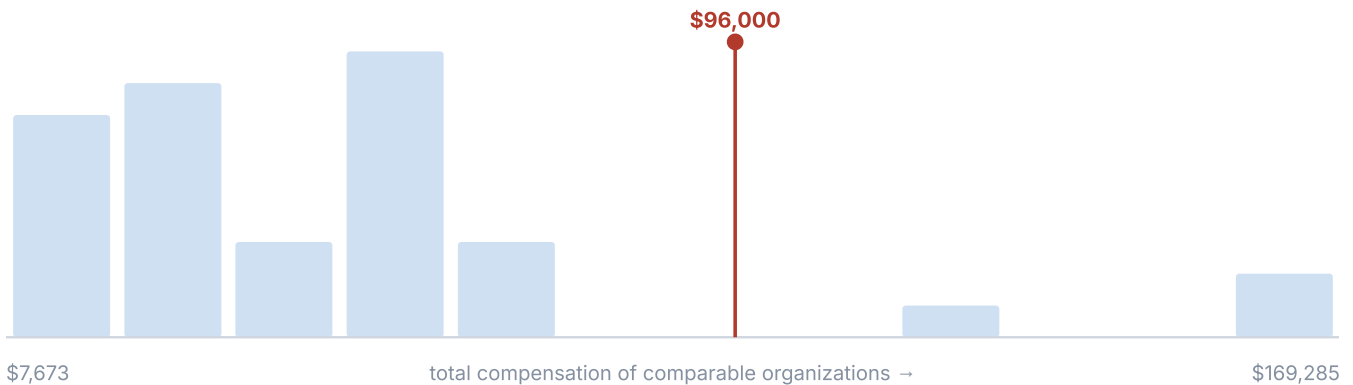
**BUDGET** Total revenue between \$135,916 and \$304,291 — 0.67x to 1.50x the subject's \$202,861 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X80), nationwide + budget 0.67–1.5x revenue.

**33** organizations qualified on sector, size, and geography

→ **33** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,839

\$24,177

\$40,255

\$60,962

\$72,933

**\$96,000**



## ● 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 AZ 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="#">Brenda Walsh Ministries</a>	TN	\$206,263	President	\$30,352	<b>\$34,154</b>	2023
<a href="#">The Fig Tree</a>	WA	\$206,620	Editor Publisher	\$42,000	<b>\$40,255</b>	2023
<a href="#">Revival Plan Association</a>	CA	\$189,096	President	\$54,808	<b>\$50,664</b>	2023
<a href="#">Northwest Energy Supply Cooperative</a>	OR	\$217,866	Chief Exec O	\$28,000	<b>\$27,037</b>	2024
<a href="#">Lineage Journey Inc</a>	CA	\$218,856	Ceo	\$26,927	<b>\$24,177</b>	2024
<a href="#">Lowery Institute For Excellence</a>	TX	\$185,534	President	\$72,000	<b>\$74,889</b>	2024
<a href="#">Reflecting The Truth Ministriesinc</a>	TN	\$184,654	President	\$22,316	<b>\$24,391</b>	2024
<a href="#">Archangel Gabriel Enterprises Inc</a>	OH	\$227,715	Secretary/tr	\$59,119	<b>\$65,108</b>	2024
<a href="#">Project Curate</a>	TX	\$172,209	Chairman Of The Board	\$53,542	<b>\$55,690</b>	2024
<a href="#">Unashamed Truth Ministries Inc</a>	NC	\$233,972	Managing Director	\$60,000	<b>\$64,463</b>	2024
<a href="#">Revelation Of Love Ministries</a>	AR	\$169,780	President	\$22,800	<b>\$26,648</b>	2024
<a href="#">Heidelberg Reformation Association</a>	CA	\$236,699	President	\$10,000	<b>\$8,979</b>	2024
<a href="#">Why Stand With Israel</a>	TX	\$168,872	Director	\$113,300	<b>\$117,846</b>	2024
<a href="#">Disciple Daily Inc</a>	TX	\$242,576	President/di	\$23,678	<b>\$25,355</b>	2023
<a href="#">Lumenations</a>	AR	\$243,295	Executive Director	\$46,000	<b>\$53,764</b>	2024
<a href="#">Odyssey Impact Inc</a>	NY	\$246,229	Executive Dir.	\$175,000	<b>\$169,285</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Jehu Ministries International Inc</a>	MI	\$247,811	Pastor - Dir	\$151,200	<b>\$162,275</b>	2024
<a href="#">Deano And The Dynamos Inc</a>	CA	\$156,200	Chairman	\$49,450	<b>\$45,711</b>	2023
<a href="#">Joseph Devineaux International Inc</a>	FL	\$251,175	President	\$48,050	<b>\$48,322</b>	2023
<a href="#">Thrive City Church</a>	AZ	\$251,420	Colbert	\$60,979	<b>\$60,979</b>	2024
<a href="#">Beverly Smith Ministries</a>	NC	\$150,746	President	\$7,940	<b>\$8,531</b>	2024
<a href="#">Take Me To Truth Inc</a>	CO	\$255,335	Director	\$14,400	<b>\$14,357</b>	2024
<a href="#">Center For Cultural Leadership</a>	CA	\$255,946	President	\$43,861	<b>\$39,381</b>	2024
<a href="#">Church Prayer Leaders Network Inc</a>	IN	\$260,838	Chairman	\$46,000	<b>\$50,440</b>	2024
<a href="#">Christian Television Of Tallahassee</a>	FL	\$140,154	President	\$7,630	<b>\$7,673</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	33 organizations. Compensation range \$7,673–\$169,285; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$202,861); for reference, expenses \$190,908 and assets \$17,875.
ROLE MATCH	David Erhart, reported title " <i>PRESIDENT AND CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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**      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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	85 <sup>th</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 (David Erhart) 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 33 similarly situated organizations (Same NTEE sector (X80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,000 is reasonable (approximately the 91<sup>st</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.