

Love And Conflict Peacemaking Ministries

Executive Director / CEO

EIN 834611862

CA · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Harry Liu, Executive Director / CEO** (\$11,750) against **every comparable organization** that fit the selection criteria — **108** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

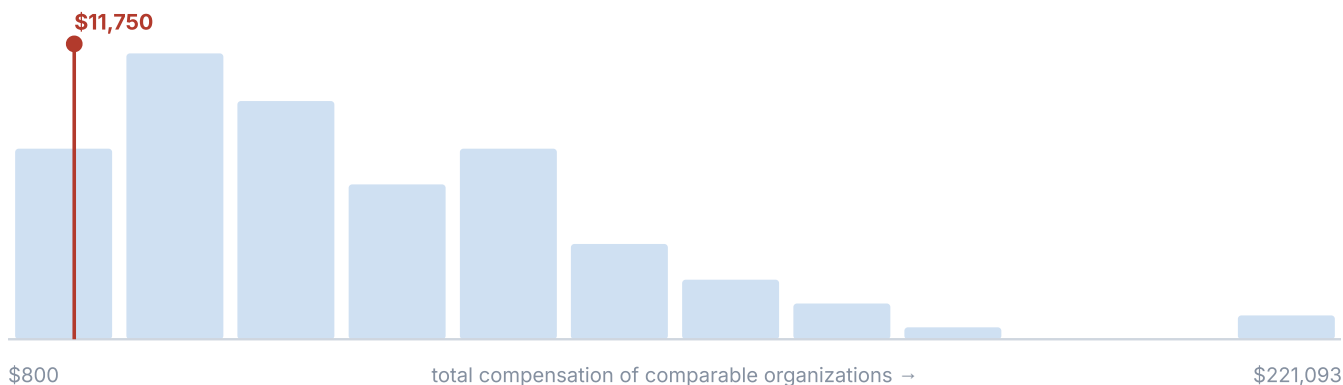
Benchmarked executive: Harry Liu — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$188,411 and \$421,816 — 0.67x to 1.50x the subject's \$281,211 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + CA + budget 0.67–1.5x revenue.

108 organizations qualified on sector, size, and geography → **108** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,987	\$27,077	\$51,786	\$82,277	\$108,748	\$11,750
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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
Glory Pointe Church	CA	\$282,444	Chief Executive Officer	\$15,500	\$15,958	2023
Gdi	CA	\$278,814	Cfo	\$17,000	\$17,000	2024
Student Impact International	CA	\$284,644	President	\$90,000	\$90,000	2024
Greek Orthodox Memorial & Cultural	CA	\$274,680	Director	\$26,620	\$27,406	2023
Streetlight Christian Ministries	CA	\$287,747	Executive Di	\$51,006	\$51,006	2024
Punto De Encuentro	CA	\$291,824	President	\$26,000	\$26,768	2023
Troy Marshall Ministries	CA	\$291,965	President	\$71,830	\$73,952	2023
Christian Far East Ministry	CA	\$270,380	Chairman	\$7,000	\$7,000	2024
Our Ladys Ministry	CA	\$270,009	321crescentct Brisbane Ca 94005	\$78,942	\$78,942	2024
Macintosh Ministries Inc	CA	\$296,946	President	\$64,000	\$65,890	2023
Kardia	CA	\$297,304	Co-executive Director	\$53,333	\$53,333	2024
Light Of Zion	CA	\$264,646	Ceo	\$132,000	\$132,000	2024
Dennis Agajanian Ministries Inc	CA	\$262,954	President & Ceo	\$99,473	\$102,411	2023
Maverick River Collective	CA	\$262,300	President	\$89,500	\$89,500	2024
Streetlight Ministries Inc	CA	\$300,517	Trasure And Store Manger	\$31,100	\$31,100	2024
Kamlim Mission Center	CA	\$260,624	Ceo/pastor	\$18,000	\$18,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Warm An Loving Ministries Inc	CA	\$260,600	President	\$130,000	\$133,840	2023
Submerge Church	CA	\$259,705	Main Chair	\$76,020	\$76,020	2024
Theodyssey Group	CA	\$303,665	President & Ceo	\$110,196	\$107,356	2025
The Barnabas Group-silicon Valley	CA	\$303,958	Managing Partner	\$16,000	\$16,000	2024
Northern California Christian	CA	\$306,593	Manager	\$44,284	\$45,592	2023
Operation Idream	CA	\$306,639	Ceo	\$50,200	\$51,683	2023
In Grace Mission	CA	\$308,787	Secretary &	\$16,500	\$16,987	2023
Iglesia De Jesucristo Canaan	CA	\$245,915	President	\$24,000	\$24,000	2024
Recenteredlife	CA	\$244,911	Ceo	\$121,000	\$121,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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	108 organizations. Compensation range \$800–\$221,093; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$281,211); for reference, expenses \$256,946 and assets \$459,176.
ROLE MATCH	Harry Liu, reported title <i>"CEO"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	6 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 (Harry Liu) 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 108 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,750 is reasonable (approximately the 6th 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.