

# Christs Reward Inc

Executive Director / CEO

EIN 842226161

TX · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Wade Aaron, Executive Director / CEO** (\$118,434) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

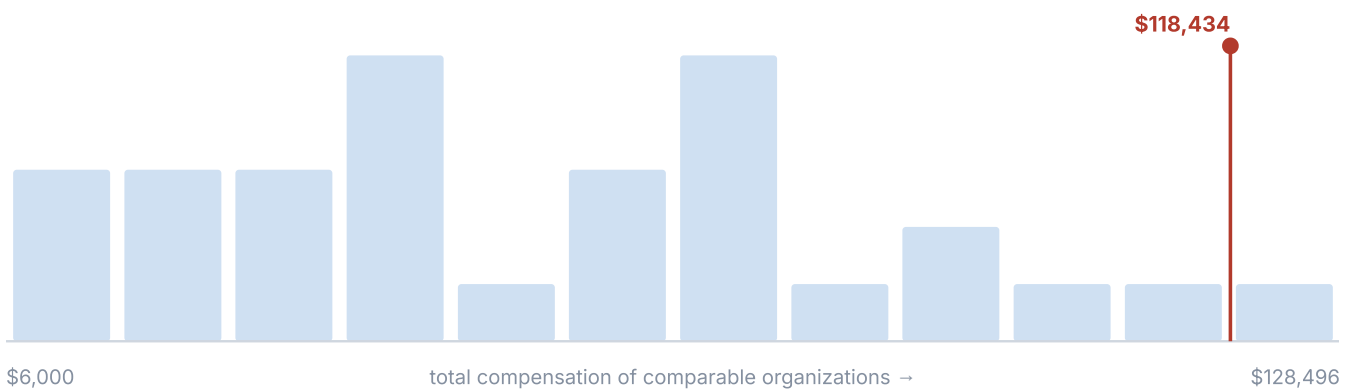
**Benchmarked executive:** Wade Aaron — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$161,817 and \$362,277 — 0.67x to 1.50x the subject's \$241,518 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99) + TX + budget 0.67–1.5x revenue.

**29** organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,826	\$30,000	\$49,418	\$77,044	\$95,423	<b>\$118,434</b>
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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
<a href="#">Jerry Garcia Ministries International</a>	TX	\$238,706	President	\$39,600	<b>\$39,600</b>	2024
<a href="#">Core Ministries Inc</a>	TX	\$245,025	President	\$77,400	<b>\$77,400</b>	2024
<a href="#">American Faith &amp; Family Ministries</a>	TX	\$245,075	President	\$39,195	<b>\$39,195</b>	2024
<a href="#">Psalm 13 Ministries</a>	TX	\$235,740	President	\$48,000	<b>\$49,418</b>	2023
<a href="#">Stepping Stone Ministry Inc</a>	TX	\$233,265	House Manager	\$36,000	<b>\$37,063</b>	2023
<a href="#">Reach South Texas</a>	TX	\$232,997	Chairman	\$12,000	<b>\$12,000</b>	2024
<a href="#">Faith Commons</a>	TX	\$252,796	Founderpresident	\$90,000	<b>\$90,000</b>	2024
<a href="#">Global Pastor Training</a>	TX	\$254,200	President	\$71,000	<b>\$73,097</b>	2023
<a href="#">Emmaus Spirituality Center</a>	TX	\$255,248	Executie Dir	\$39,000	<b>\$39,000</b>	2024
<a href="#">Reformed Communion</a>	TX	\$224,399	Vida House	\$78,000	<b>\$80,304</b>	2023
<a href="#">Ihope Ministries</a>	TX	\$261,927	Executive Director	\$26,077	<b>\$26,077</b>	2024
<a href="#">Prayer Power Ministries Inc</a>	TX	\$220,263	Executive Director	\$61,400	<b>\$63,214</b>	2023
<a href="#">Powered To Move</a>	TX	\$269,908	Founder	\$8,400	<b>\$8,400</b>	2024
<a href="#">Here Come Better Days</a>	TX	\$270,099	Executive Director	\$72,997	<b>\$72,997</b>	2024
<a href="#">Bent-tree</a>	TX	\$209,456	Director	\$108,000	<b>\$111,190</b>	2023
<a href="#">Latin American Christian Covenant</a>	TX	\$294,591	President	\$33,000	<b>\$33,000</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ancora Ministries Inc</a>	TX	\$296,864	Executive Director	\$56,500	<b>\$58,169</b>	2023
<a href="#">Ctw Ministries Inc</a>	TX	\$298,945	Director	\$26,900	<b>\$26,900</b>	2024
<a href="#">Bsf International Properties Corp</a>	TX	\$300,014	President	\$19,915	<b>\$19,915</b>	2024
<a href="#">K-nation Group</a>	TX	\$302,088	Ceo	\$100,000	<b>\$102,954</b>	2023
<a href="#">Nhntx Inc</a>	TX	\$302,451	Executive Dir.	\$77,044	<b>\$77,044</b>	2024
<a href="#">Eternal Awakenings</a>	TX	\$168,858	President	\$6,000	<b>\$6,000</b>	2024
<a href="#">Right Response Ministries</a>	TX	\$316,802	Treasurer	\$60,410	<b>\$62,194</b>	2023
<a href="#">Solid Rock Ministries Of Vidor</a>	TX	\$163,404	President	\$17,515	<b>\$18,032</b>	2023
<a href="#">Cornerstone Marriage And Family Life Ministries</a>	TX	\$319,894	President	\$128,496	<b>\$128,496</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	29 organizations. Compensation range \$6,000–\$128,496; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$241,518); for reference, expenses \$223,789 and assets \$124,895.
ROLE MATCH	Wade Aaron, reported title <i>"Executive Director"</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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	97 <sup>th</sup>
Reportable pay only (column D), adjusted	97 <sup>th</sup>
All sources (D + E + F), adjusted	93 <sup>rd</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 (Wade Aaron) 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 29 similarly situated organizations (Same NTEE sector (X99) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$118,434 is reasonable (approximately the 97<sup>th</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.