

Christian Social Ministries Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **John Long, Executive Director / CEO** (\$51,000) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

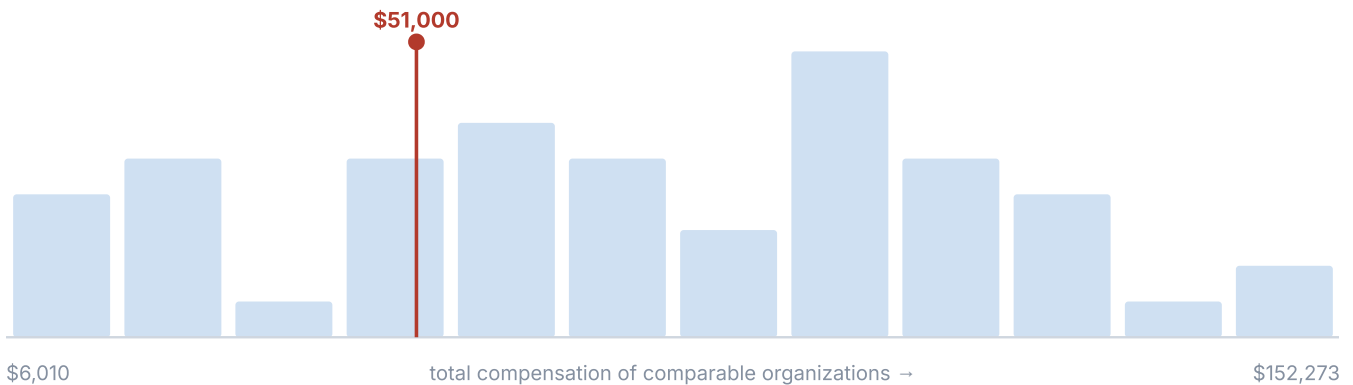
Benchmarked executive: John Long — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$275,402 and \$616,573 — 0.67x to 1.50x the subject's \$411,049 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + GA + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,077	\$49,643	\$75,900	\$103,000	\$117,810	\$51,000
----------	----------	----------	-----------	-----------	----------



■ 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 GA 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
Foundation For Clinical Pastoral	GA	\$411,150	Executive Director	\$49,643	\$49,643	2024
Grace Korean Church Inc	GA	\$402,301	Pastor	\$68,250	\$68,250	2024
Home Repairs Ministries Inc	GA	\$398,515	Executive Di	\$97,222	\$97,222	2024
Embracing The Journey	GA	\$433,411	President	\$127,847	\$127,847	2024
Living Bridges Ministry	GA	\$433,579	Executive Director	\$7,505	\$7,505	2024
Perspective Ministries Inc	GA	\$387,594	Executive Dir.	\$75,900	\$75,900	2024
Directline Ministry Inc	GA	\$436,174	Ceo	\$26,000	\$26,000	2024
Christian Radio Fellowship Inc	GA	\$438,199	President	\$91,536	\$91,536	2024
Blackwelder Ministries Inc	GA	\$382,707	President	\$151,471	\$151,471	2024
Campus Clubs Inc	GA	\$381,827	Executive Di	\$64,084	\$65,977	2023
Kingdom Foundations	GA	\$440,406	President	\$92,075	\$94,795	2023
Proskuneo Ministries Inc	GA	\$374,634	President	\$52,127	\$52,127	2024
Regenerating Life Ministries Inc	GA	\$371,778	Teaching Pastor	\$132,550	\$136,465	2023
Freedom Path Counseling Inc	GA	\$457,592	President	\$107,200	\$110,366	2023
Kidz Blitz Ministries Inc	GA	\$457,902	Board Member	\$60,000	\$60,000	2024
Ariana Ministries Incorporated	GA	\$463,554	President	\$28,754	\$28,754	2024
Revival Prayer Institute Inc	GA	\$472,650	Growth Director	\$93,583	\$93,583	2024
First Missionary Baptist Church Of Thoma	GA	\$476,871	Ceo	\$20,880	\$21,497	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Camp Crosspoint	GA	\$339,537	Executive Di	\$44,666	\$44,666	2024
Gods Glory Ministries International Inc	GA	\$339,459	President	\$77,256	\$77,256	2024
Young Leaders International Inc	GA	\$334,057	Executive Director	\$105,058	\$105,058	2024
Imago Dei Motorcycle Ministry	GA	\$331,868	Mitchell Sr	\$6,010	\$6,010	2024
Waymaker International Ministries	GA	\$329,726	Executive Director	\$10,452	\$10,452	2024
Vision 938 Inc	GA	\$329,089	Ceo	\$117,477	\$120,947	2023
The American Vision Inc	GA	\$326,882	President	\$103,000	\$103,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	49 organizations. Compensation range \$6,010–\$152,273; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$411,049); for reference, expenses \$400,508 and assets \$44,791.
ROLE MATCH	John Long, 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	27 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	22 nd

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 (John Long) 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 10, 2026, comparing compensation against 49 similarly situated organizations (Same NTEE sector (X20) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,000 is reasonable (approximately the 27th 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 10, 2026.