

Harvest Family Life Ministries

Executive Director / CEO

EIN 900111732

TX · NTEE X20

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Aaron Blake Sr, Executive Director / CEO** (\$125,000) against **every comparable organization** that fit the selection criteria — **127** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

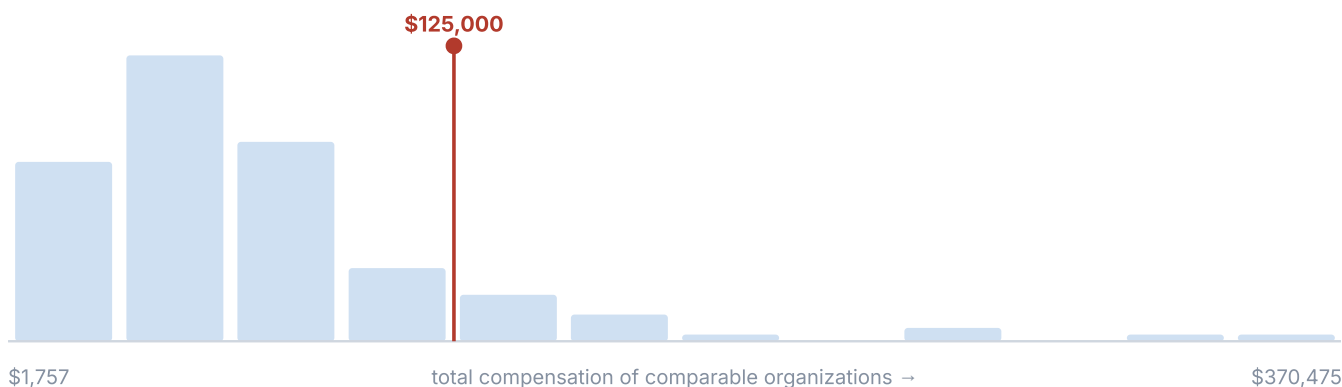
Benchmarked executive: Aaron Blake Sr — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$278,411 and \$623,310 — 0.67x to 1.50x the subject's \$415,540 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

127 organizations qualified on sector, size, and geography → **127** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,140	\$35,552	\$61,193	\$89,385	\$136,988	\$125,000
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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
Heart For The World Ministries	TX	\$421,467	Pres. / Executive Director	\$55,575	\$55,575	2023
Ucb International Ministries	TX	\$408,930	Director	\$45,757	\$44,444	2024
Charis Streams Missions	TX	\$424,118	President/di	\$12,000	\$11,656	2024
New Creation Training Center Inc	TX	\$405,837	President	\$63,245	\$61,431	2024
Christ Healing Center Ministries	TX	\$404,552	Executive Director	\$39,583	\$38,447	2024
Relationships For Christ Ministries	TX	\$427,905	President	\$45,400	\$45,400	2023
Crossway International Inc	TX	\$429,360	Ceo	\$129,639	\$125,920	2024
For Her	TX	\$400,509	Ceo	\$83,634	\$81,235	2024
Ruachway	TX	\$431,044	Secretary, Director, Priest-in-charge	\$42,000	\$42,000	2023
Andres Bissonni Ministries Inc	TX	\$398,081	President	\$80,400	\$78,093	2024
Care Drops International	TX	\$434,631	President	\$63,000	\$61,193	2024
Kidstand Ministries Inc	TX	\$394,160	President	\$47,035	\$47,035	2023
Legacy Outfitters	TX	\$392,917	President	\$68,000	\$68,000	2023
Kingdom Come Ministries Inc	TX	\$392,507	Co-executive Director	\$68,360	\$66,399	2024
Grow Gospel Initiatives	TX	\$390,281	President And Missionary	\$36,540	\$35,492	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Servant House Education Ministries And	TX	\$389,411	President	\$11,372	\$11,046	2024
Levanta Ministries	TX	\$442,759	President	\$36,000	\$34,967	2024
Goby International Ministries	TX	\$446,958	President	\$14,400	\$14,400	2023
Rig Global Dfw	TX	\$447,021	Director	\$6,099	\$5,924	2024
Pearl Haven Ministries Inc	TX	\$383,369	President	\$31,600	\$30,693	2024
Fundacristo Missions International	TX	\$450,133	President	\$27,700	\$27,700	2023
Emerging Grace Ministries Inc	TX	\$380,424	Founder And Executive Directo	\$25,179	\$25,179	2023
Bible Outreach Ministries	TX	\$453,907	President	\$13,000	\$13,000	2023
The Roots Network	TX	\$376,969	Pastor	\$118,696	\$115,291	2024
Leslie James DbA Alter Ministries Inc	TX	\$376,098	President	\$27,226	\$26,445	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 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 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.

● Sample, role match & sensitivity

PEER COUNT 127 organizations. Compensation range \$1,757–\$370,475; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$415,540); for reference, expenses \$444,511 and assets \$818,408.

ROLE MATCH	Aaron Blake Sr, reported title "CEO", 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	7 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	87 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	87 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 (Aaron Blake Sr) 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 127 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$125,000 is reasonable (approximately the 87th 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.