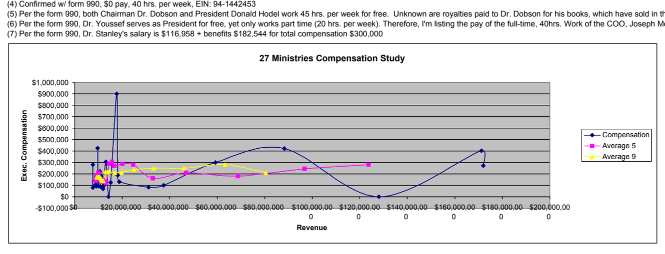
7-24-05 update, see the ending section for an analysis of Pastor Hagee's compensation.

Exec. Compensation Areport for 27 high-profile Christian ministries, by Bernie Dehler, 1-16-05

Primary source: charitynavigator.org (form 990 second source is guidestar.org, free with registration)

Ministry Name	Revenue	Top Exec.	Exec. Compensation	venue Average ov	lary Average over	lary Average ove	lary Average over	EIN for guidestar.org 990 form lookup
Christian Broadcasting Network	$171,944,698	Pres. & Dir. Michael D. Little	$271,158					
Trinity Christian Center of Santa Ana (TBN)	$171,219,843	Pres. & Dir. Paul F. Crouch, Sr.	$403,700					
Focus on the Family (5)	$127,974,380	Pres. James C. Dobson	$0	$123,711,134	$279,644.40			**EIN:** 95-3188150
Billy Graham Evangelistic Association	$88,151,683	Dir. & Chairman Billy Graham	$423,364	$96,802,835	$245,412.80			
In Touch Ministries (7)	$59,265,064	Pres. & Chairman Charles F. Stanley	$300,000	$68,781,688	$181,427.20	$80,427,108.22	$211,492.89	**EIN:** 58-1495310
Coral Ridge Ministries	$37,403,206	Exec. VP Thomas Rogeberg	$100,000	$46,934,826	$207,707.80	$63,292,863.11	$281,364.22	
Eternal Word Television Network	$31,114,106	Pres. Michael Warsaw	$83,772	$32,910,674	$161,042.80	$45,947,612.89	$250,508.67	
Insight for Living (1)	$18,740,070	Pres. Cynthia Swindoll	$131,403	$24,604,960	$281,042.80	$33,308,252.67	$250,508.67	**EIN:** 95-3392299
Thru the Bible Radio Network	$18,030,924	Dir. Andre Delgado	$190,039	$20,146,837	$286,242.80	$24,970,189.78	$237,469.56	
Global Evangelism Television (2)	$17,736,492	Pres. John C. Hagee	$900,000	$16,768,043	$269,488.40	$19,719,054.00	$214,443.11	**EIN:** 74-1986308
Turning Point	$15,112,591	Pres. & CEO David P. Jeremiah	$126,000	$15,641,852	$304,410.20	$16,893,942.33	$211,077.78	
Family Stations (4)	$14,220,138	Pres. Harold Camping	$0	$14,436,636	$284,954.80	$14,667,823.78	$221,714.22	**EIN:** 94-1442453
New Life Ministries	$13,109,117	CEO Stephen Arterburn	$306,012	$13,284,778	$118,897.20	$13,769,796.67	$217,113.89	
Leading The Way with Dr. Michael Youssef (6)	$12,004,842	COO Joseph Morris	$92,762	$12,478,067	$129,597.20	$12,943,203.22	$220,618.00	**EIN:** 58-1816773
Bible Broadcasting Network	$11,977,201	Pres. Lowell Davey	$69,712	$11,765,605	$147,597.20	$12,101,632.11	$140,036.44	
Oral Roberts Evangelistic Association	$11,079,039	Pres. & CEO Richard Roberts	$179,500	$11,262,098	$130,710.00	$11,546,716.44	$142,144.67	
The Good News Broadcasting Association	$10,657,826	Pres. Woodrow Kroll	$90,000	$10,893,600	$147,110.80	$11,071,275.00	$152,544.67	
Ligonier Ministries	$10,591,583	Pres. Robert C. Sproul	$221,576	$10,521,830	$162,163.20	$10,685,152.56	$165,767.67	
Luis Palau Evangelistic Association	$10,162,352	Pres. Luis Palau	$174,766	$10,294,255	$144,983.20	$10,420,591.89	$172,127.44	
Jack Van Impe Ministries International	$10,118,350	Pres. Jack Van Impe	$144,974	$10,089,493	$211,987.00	$10,104,105.44	$174,462.56	
Far East Broadcasting Company	$9,941,165	Pres. Jim R. Bowman	$93,600	$9,895,936	$197,671.80	$9,845,753.33	$166,576.78	
Peter Popoff Ministries	$9,634,015	Pres. Peter Popoff	$425,019	$9,689,230	$180,864.20	$9,517,528.22	$165,546.89	
Grace To You	$9,623,796	Pres. John F. MacArthur, Jr.	$150,000	$9,416,334	$173,575.00	$9,191,829.33	$172,075.22	
Christ for all Nations	$9,128,823	Pres. Reinhard Bonnke	$90,728	$8,968,861	$171,001.20			
Love Worth Finding	$8,753,870	Pres. Roland Maddox	$108,528	$8,574,116	$142,063.60			
Cornerstone TeleVision	$7,703,800	CEO Charles R. Hembree	$80,731					
Christian Research Institute (3)	$7,660,293	Pres. Hank Hanegraaff	$280,331					

Notes:
(1) Wife is Pres. per form 990, and works 40 hrs. per week. Charles Swindoll is the chairman, and makes $55,440 and works 40 hrs. per week
(2) Not all info included on guidestar.org. Per the form 990, salary is $560,910 + benefits $339,118 = total $900K
(3) Royalties not included (or reported) which are paid directly to Hank.... Per form 990, salary is $227,167 & benefits = $53,164 = total $280,331
(4) Confirmed w/ form 990, $0 pay, 40 hrs. per week, EIN: 94-1442453
(5) Per the form 990, both Chairman Dr. Dobson and President Donald Hodel work 45 hrs. per week for free. Unknown are royalties paid to Dr. Dobson for his books, which have sold in the millions.
(6) Per the form 990, Dr. Youssef serves as President for free, yet only works part time (20 hrs. per week). Therefore, I'm listing the pay of the full-time, 40hrs. Work of the COO, Joseph Morris, $92,762
(7) Per the form 990, Dr. Stanley's salary is $116,958 + benefits $182,544 for total compensation $300,000



The following section is a worsheet to calculate the peer-based salary for Pastor Hagee
Produced by Bernie Dehler, 7-24-05, from the data above.

Sorted by Executive Compensation

Ministry Name	Revenue	Top Exec.	Exec. Compensation
Global Evangelism Television (2)	$17,736,492	Pres. John C. Hagee	$900,000
Peter Popoff Ministries	$9,634,015	Pres. Peter Popoff	$425,019
Billy Graham Evangelistic Association	$88,151,683	Dir. & Chairman Billy Graham	$423,364
Trinity Christian Center of Santa Ana (TBN)	$171,219,843	Pres. & Dir. Paul F. Crouch, Sr.	$403,700
New Life Ministries	$13,109,117	CEO Stephen Arterburn	$306,012
In Touch Ministries (7)	$59,265,064	Pres. & Chairman Charles F. Stanley	$300,000
Christian Research Institute (3)	$7,660,293	Pres. Hank Hanegraaff	$280,331
Christian Broadcasting Network	$171,944,698	Pres. & Dir. Michael D. Little	$271,158
Ligonier Ministries	$10,591,583	Pres. Robert C. Sproul	$221,576
Thru the Bible Radio Network	$18,030,924	Dir. Andre Delgado	$190,039
Oral Roberts Evangelistic Association	$11,079,039	Pres. & CEO Richard Roberts	$179,500
Luis Palau Evangelistic Association	$10,162,352	Pres. Luis Palau	$174,766
Grace To You	$9,623,796	Pres. John F. MacArthur, Jr.	$150,000
Jack Van Impe Ministries International	$10,118,350	Pres. Jack Van Impe	$144,974
Insight for Living (1)	$18,740,070	Pres. Cynthia Swindoll	$131,403
Turning Point	$15,112,591	Pres. & CEO David P. Jeremiah	$126,000
Love Worth Finding	$8,753,870	Pres. Roland Maddox	$108,528
Coral Ridge Ministries	$37,403,206	Exec. VP Thomas Rogeberg	$100,000
Far East Broadcasting Company	$9,941,165	Pres. Jim R. Bowman	$93,600
Leading The Way with Dr. Michael Youssef (6)	$12,004,842	COO Joseph Morris	$92,762
Christ for all Nations	$9,128,823	Pres. Reinhard Bonnke	$90,728
The Good News Broadcasting Association	$10,657,826	Pres. Woodrow Kroll	$90,000
Eternal Word Television Network	$31,114,106	Pres. Michael Warsaw	$83,772
Cornerstone TeleVision	$7,703,800	CEO Charles R. Hembree	$80,731
Bible Broadcasting Network	$11,977,201	Pres. Lowell Davey	$69,712
Focus on the Family (5)	$127,974,380	Pres. James C. Dobson	$0
Family Stations (4)	$14,220,138	Pres. Harold Camping	$0

Sorted by Revenue

Ministry Name	Revenue	Top Exec.	Exec. Compensation
Christian Broadcasting Network	$171,944,698	Pres. & Dir. Michael D. Little	$271,158
Trinity Christian Center of Santa Ana (TBN)	$171,219,843	Pres. & Dir. Paul F. Crouch, Sr.	$403,700
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Billy Graham Evangelistic Association	$88,151,683	Dir. & Chairman Billy Graham	$423,364
In Touch Ministries (7)	$59,265,064	Pres. & Chairman Charles F. Stanley	$300,000
Coral Ridge Ministries	$37,403,206	Exec. VP Thomas Rogeberg	$100,000
Eternal Word Television Network	$31,114,106	Pres. Michael Warsaw	$83,772
Insight for Living (1)	$18,740,070	Pres. Cynthia Swindoll	$131,403
Thru the Bible Radio Network	$18,030,924	Dir. Andre Delgado	$190,039
Global Evangelism Television (2)	$17,736,492	Pres. John C. Hagee	$900,000
Turning Point	$15,112,591	Pres. & CEO David P. Jeremiah	$126,000
Family Stations (4)	$14,220,138	Pres. Harold Camping	$0
New Life Ministries	$13,109,117	CEO Stephen Arterburn	$306,012
Leading The Way with Dr. Michael Youssef (6)	$12,004,842	COO Joseph Morris	$92,762
Bible Broadcasting Network	$11,977,201	Pres. Lowell Davey	$69,712
Oral Roberts Evangelistic Association	$11,079,039	Pres. & CEO Richard Roberts	$179,500
The Good News Broadcasting Association	$10,657,826	Pres. Woodrow Kroll	$90,000
Ligonier Ministries	$10,591,583	Pres. Robert C. Sproul	$221,576
Luis Palau Evangelistic Association	$10,162,352	Pres. Luis Palau	$174,766
Jack Van Impe Ministries International	$10,118,350	Pres. Jack Van Impe	$144,974
Far East Broadcasting Company	$9,941,165	Pres. Jim R. Bowman	$93,600
Peter Popoff Ministries	$9,634,015	Pres. Peter Popoff	$425,019
Grace To You	$9,623,796	Pres. John F. MacArthur, Jr.	$150,000
Christ for all Nations	$9,128,823	Pres. Reinhard Bonnke	$90,728
Love Worth Finding	$8,753,870	Pres. Roland Maddox	$108,528
Cornerstone TeleVision	$7,703,800	CEO Charles R. Hembree	$80,731
Christian Research Institute (3)	$7,660,293	Pres. Hank Hanegraaff	$280,331

Notes:
(1) Wife is Pres. per form 990, and works 40 hrs. per week. Charles Swindoll is the chairman, and makes $55,440 and works 40 hrs. per week
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(4) Confirmed w/ form 990, $0 pay, 40 hrs. per week, EIN: 94-1442453
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(6) Per the form 990, Dr. Youssef serves as President for free, yet only works part time (20 hrs. per week). Therefore, I'm listing the pay of the full-time, 40hrs. Work of the COO, Joseph Morris, $92,762
(7) Per the form 990, Dr. Stanley's salary is $116,958 + benefits $182,544 for total compensation $300,000

Hagee's Peers, Group of 10

Ministry Name	Revenue	Top Exec.	Exec. Compensation		
Christian Broadcasting Network	$171,944,698	Pres. & Dir. Michael D. Little	$271,158		
Trinity Christian Center of Santa Ana (TBN)	$171,219,843	Pres. & Dir. Paul F. Crouch, Sr.	$403,700		14 peers average
Focus on the Family (5)	$127,974,380	Pres. James C. Dobson	$0		$0
Billy Graham Evangelistic Association	$88,151,683	Dir. & Chairman Billy Graham	$423,364		$423,364
In Touch Ministries (7)	$59,265,064	Pres. & Chairman Charles F. Stanley	$300,000	8 peers average	$300,000
Coral Ridge Ministries	$37,403,206	Exec. VP Thomas Rogeberg	$100,000	$100,000	$100,000
Eternal Word Television Network	$31,114,106	Pres. Michael Warsaw	$83,772	$83,772	$83,772
Insight for Living (1)	$18,740,070	Pres. Cynthia Swindoll	$131,403	$131,403	$131,403
Thru the Bible Radio Network	$18,030,924	Dir. Andre Delgado	$190,039	$190,039	$190,039
Global Evangelism Television (2)	$17,736,492	Pres. John C. Hagee	$900,000	$0	$0
Turning Point	$15,112,591	Pres. & CEO David P. Jeremiah	$126,000	$126,000	$126,000
Family Stations (4)	$14,220,138	Pres. Harold Camping	$0	$0	$0
New Life Ministries	$13,109,117	CEO Stephen Arterburn	$306,012	$306,012	$306,012
Leading The Way with Dr. Michael Youssef (6)	$12,004,842	COO Joseph Morris	$92,762	$92,762	$92,762
Bible Broadcasting Network	$11,977,201	Pres. Lowell Davey	$69,712	$128,748.50	$69,712
Oral Roberts Evangelistic Association	$11,079,039	Pres. & CEO Richard Roberts	$179,500		$179,500
The Good News Broadcasting Association	$10,657,826	Pres. Woodrow Kroll	$90,000		$90,000
Ligonier Ministries	$10,591,583	Pres. Robert C. Sproul	$221,576		$149,468.86
Luis Palau Evangelistic Association	$10,162,352	Pres. Luis Palau	$174,766		
Jack Van Impe Ministries International	$10,118,350	Pres. Jack Van Impe	$144,974		
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Cornerstone TeleVision	$7,703,800	CEO Charles R. Hembree	$80,731		
Christian Research Institute (3)	$7,660,293	Pres. Hank Hanegraaff	$280,331		

Nearest 8 peers average is $129K, nearest 14 peers average is $150K
Note: Some peers in the group also have excessive compensation, such as Billy Graham with $423K