

Baptist Youth Camp

Executive Director / CEO

EIN 010425322
 ME · NTEE X21
 FY ending 2024-03-31
 June 9, 2026

This analysis benchmarks the total compensation of **Adrian Munro, Executive Director / CEO** (\$42,374) against **every comparable organization** that fit the selection criteria — **297** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

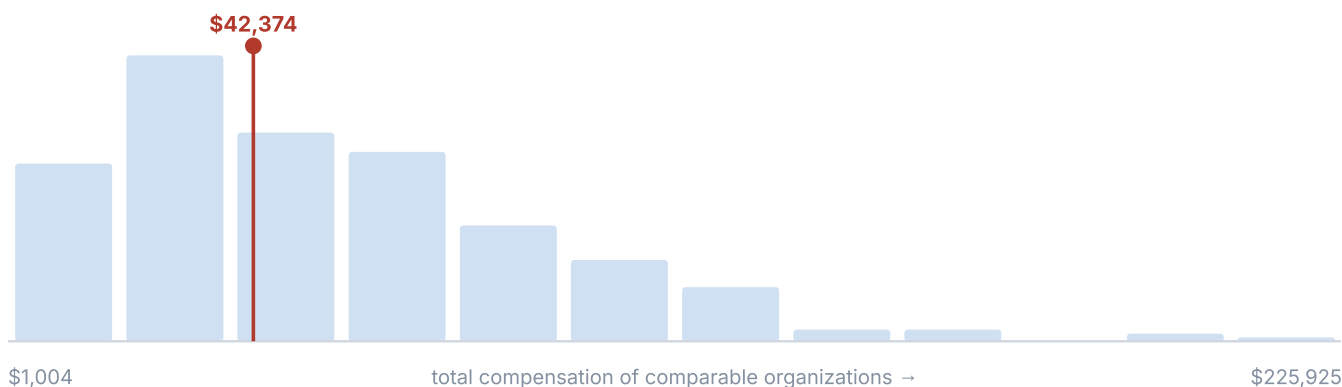
Benchmarked executive: Adrian Munro — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$144,047 and \$322,494 — 0.67x to 1.50x the subject's \$214,996 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

297 organizations qualified on sector, size, and geography → **297** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,794	\$27,880	\$47,821	\$75,976	\$108,726	\$42,374
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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 ME 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
Ronnie Tullos Evangelistic	TN	\$214,870	President	\$76,925	\$80,750	2024
Hope Is On The Rise	TX	\$215,222	Pastor	\$30,983	\$35,828	2021
Mosaic Vision Ministries Inc	TX	\$215,498	President	\$5,000	\$4,995	2024
Masters Arrow Ministries Inc	TX	\$215,526	President/ex	\$2,521	\$2,592	2023
James Rackley Ministries Inc	TX	\$214,234	President	\$52,500	\$53,995	2023
Interserve Ministries	MN	\$214,169	Executive Di	\$37,686	\$36,230	2025
Sankata Moachana Hanuman Temple Inc	CA	\$214,119	Trustee/priest	\$50,666	\$43,692	2024
New Life International Christian	TX	\$215,901	President	\$73,872	\$75,976	2023
Sargent Foundation For Episcopal	WY	\$213,970	Pres., Treas. - Director	\$35,427	\$39,004	2023
Christian Evangelism And Discipleship For America Inc	CA	\$212,871	Program Director	\$71,213	\$63,224	2023
Beyond Survival Ministries Inc	PA	\$217,511	President/executive Director	\$19,600	\$19,520	2024
Boston Grace Presbyterian Church Inc	MA	\$212,285	Junior Pastor	\$28,800	\$26,609	2023
Walk-about-ministry Inc	FL	\$218,211	Secretary	\$14,144	\$13,662	2023
Revival Life Ministries Inc	FL	\$211,404	President	\$117,045	\$113,051	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Legacy Ministries Of El Paso Inc	TX	\$218,882	Director	\$69,745	\$74,672	2022
Victory Missions Inc	FL	\$211,050	President	\$69,000	\$64,733	2024
Cross Cultural Ministries Inc	GA	\$210,799	President & Ceo	\$36,000	\$36,149	2024
Exalt The Word Inc	MO	\$220,012	Executive Director	\$29,788	\$32,439	2023
Barbier Ministries Inc	LA	\$220,261	Executive Director	\$41,890	\$46,065	2024
Living Water Community Clinic	VA	\$209,530	Executive Director	\$36,000	\$34,713	2024
Jeremiah Bolich Ministries Inc	TN	\$220,462	President	\$31,164	\$32,714	2024
One Kingdom Ministries Inc	FL	\$208,792	Pastor/president	\$12,600	\$11,821	2024
The Mission Foundation Inc	LA	\$208,658	Ex Dir/pres/minister	\$114,000	\$125,361	2024
African Transformational Leadership Inc	TN	\$208,467	President	\$80,000	\$86,459	2023
Leadership Revolution Inc	GA	\$221,594	Executive Director Director	\$108,000	\$108,447	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 297 organizations. Compensation range \$1,004–\$225,925; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$214,996); for reference, expenses \$163,283 and assets \$979,296.

ROLE MATCH	Adrian Munro, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	43 rd
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	42 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 (Adrian Munro) 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 297 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,374 is reasonable (approximately the 43rd 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.