

Shepherds Heart Ministry

Executive Director / CEO

EIN 010803956

CO · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Larry Russell, Executive Director / CEO** (\$112,829) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

Benchmarked executive: Larry Russell — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (X20).

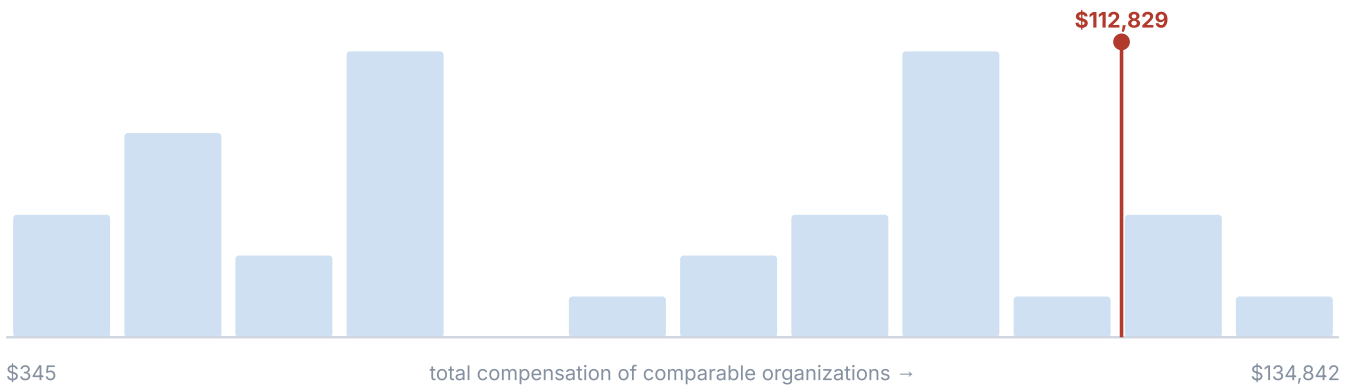
BUDGET Total revenue between \$307,302 and \$687,990 — 0.67x to 1.50x the subject's \$458,660 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20) + CO + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography

→ **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,077

\$28,801

\$58,279

\$95,427

\$112,156

\$112,829



■ 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 CO 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
The Cross Ministry Group	CO	\$441,244	Director	\$41,500	\$40,309	2024
The Glory Project Inc	CO	\$477,636	President	\$94,890	\$94,890	2023
Contemplative Outreach Of Colorado	CO	\$434,875	Administrato	\$40,000	\$38,852	2024
Laflin Life Foundation Inc	CO	\$426,424	President	\$134,842	\$134,842	2023
Kampuchea For Christ Usa	CO	\$493,505	Board Chairman	\$73,696	\$71,582	2024
One Hope Of Northern Colorado	CO	\$411,659	President	\$111,431	\$111,431	2023
Journey Quest Inc	CO	\$405,780	Executive Dir.	\$85,167	\$82,724	2024
Activ8 Sports Inc	CO	\$404,800	President	\$100,000	\$97,131	2024
Kalapa Media Inc	CO	\$395,489	Executive Director	\$19,650	\$19,086	2024
The Refuge	CO	\$395,203	Cofounder	\$345	\$345	2023
Be The Gift Incorporated	CO	\$390,793	Corporate President / Ceo	\$96,702	\$93,928	2024
Colorado Vincentian Volunteers	CO	\$527,943	Exec. Dir.	\$98,798	\$95,964	2024
Church Reform & Revitalization Inc	CO	\$387,866	Director	\$75,000	\$75,000	2023
Reclaim Ministries Inc	CO	\$385,307	President	\$100,800	\$97,908	2024
Threesixty	CO	\$532,715	President	\$6,962	\$6,762	2024
Laugh Out Loud Ministry Inc	CO	\$534,829	President	\$6,000	\$6,000	2023
Behrman Ministries Inc	CO	\$376,217	Pres/treasurer	\$33,602	\$33,602	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Frontier Labourers For Christ	CO	\$375,320	Interim Executive Director	\$89,382	\$86,818	2024
Solid Rock Baptist Church	CO	\$372,568	Agyei-mensah	\$22,755	\$22,755	2023
Hamere Noh Kidane Mehret Tigrayan Orthodox Church	CO	\$368,370	Prist	\$36,000	\$36,000	2023
Digital Great Commission Ministries	CO	\$362,781	President	\$42,766	\$42,766	2023
1st Street Church	CO	\$359,128	President	\$16,203	\$15,738	2024
Rocky Mountain Police Chaplains	CO	\$355,724	Executive Director	\$24,000	\$24,000	2023
Venture Off	CO	\$564,582	Founder/chairman	\$42,544	\$41,323	2024
New Geneva Inc	CO	\$566,484	President	\$60,000	\$58,279	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 35 organizations. Compensation range \$345–\$134,842; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$458,660); for reference, expenses \$533,985 and assets \$416,098.

ROLE MATCH Larry Russell, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	91 st
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	91 st

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 (Larry Russell) 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 35 similarly situated organizations (Same NTEE sector (X20) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,829 is reasonable (approximately the 91st 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.