

# Leadership Connection Inc

Executive Director / CEO

EIN 030505402

MA · NTEE X21

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **David Thom, Executive Director / CEO** (\$80,664) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** David Thom — 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 (X21).

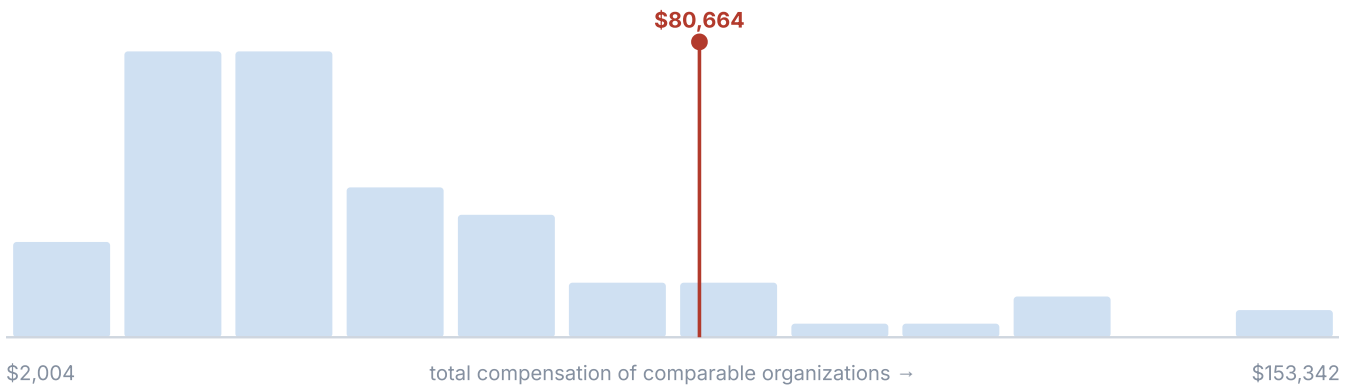
**BUDGET** Total revenue between \$72,320 and \$161,911 — 0.67x to 1.50x the subject's \$107,941 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

**84** organizations qualified on sector, size, and geography

→ **84** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,557	\$23,634	\$37,300	\$55,041	\$81,994	\$80,664
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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 MA 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
<a href="#">Jamie Carte Ministries Inc</a>	WV	\$110,450	Member	\$21,056	<b>\$26,120</b>	2023
<a href="#">Warren Christian Apologetics Center</a>	WV	\$110,606	President	\$28,800	<b>\$35,726</b>	2023
<a href="#">Holy Synod Of Saint Athanasius</a>	PA	\$104,400	Officer	\$17,400	<b>\$19,310</b>	2024
<a href="#">Trinity Christian Fellowship Inc</a>	KY	\$111,710	Pastor	\$48,893	<b>\$58,455</b>	2024
<a href="#">North Central Presbytery Of The Cumberland Presbyterian Church</a>	IL	\$104,037	Treasurer, Member Of Board Of Finance And Trustees	\$5,500	<b>\$6,194</b>	2023
<a href="#">Globalservant Ministries Inc</a>	AL	\$104,018	Director	\$44,100	<b>\$54,584</b>	2023
<a href="#">Kingdom Ambassadors Church Inc</a>	NJ	\$112,299	President	\$14,020	<b>\$13,930</b>	2024
<a href="#">Shepherds Staff Christian Counseling Center Inc</a>	UT	\$112,500	Clinician/clinical Director	\$125,208	<b>\$142,605</b>	2024
<a href="#">Slavic Baptist Mission Incorporated</a>	IN	\$114,065	President	\$46,750	<b>\$54,863</b>	2024
<a href="#">Franklin Ministries</a>	TN	\$101,171	President/director	\$60,000	<b>\$72,257</b>	2023
<a href="#">Victory44 International Inc</a>	VA	\$100,737	President	\$22,000	<b>\$24,337</b>	2023
<a href="#">Dwight Thompson Ministries Inc</a>	CA	\$100,243	Director / P	\$155,000	<b>\$153,342</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Greater Beaver Meadow Mb Church</a>	MS	\$115,698	Pastor Ceo	\$38,213	<b>\$48,761</b>	2023
<a href="#">Joyous Community Church</a>	CA	\$116,726	Ceo	\$40,000	<b>\$38,437</b>	2024
<a href="#">Church Of The Blessed International</a>	TX	\$98,577	Senior Pastor	\$30,000	<b>\$33,395</b>	2024
<a href="#">Ron Herrod Evangelistic Ministry Association</a>	TN	\$117,825	Board Member	\$67,404	<b>\$81,173</b>	2023
<a href="#">Sylvan Nook Church Of Christ</a>	IN	\$118,134	Secretary And Minister	\$65,385	<b>\$78,998</b>	2023
<a href="#">Lutheran Ministry Foundation</a>	NE	\$97,157	Director	\$77,428	<b>\$90,285</b>	2025
<a href="#">New Light Assembly</a>	NY	\$96,756	President	\$18,550	<b>\$19,204</b>	2023
<a href="#">Ethiopian Outreach Ministry</a>	PA	\$96,611	Executive Director	\$34,272	<b>\$38,033</b>	2024
<a href="#">Kevin Derryberry Ministries Inc</a>	AL	\$121,704	President	\$33,000	<b>\$39,673</b>	2024
<a href="#">Christ The Reconciler Inc</a>	TX	\$121,769	President	\$16,500	<b>\$18,367</b>	2024
<a href="#">Chris Miller Ministries Inc</a>	TN	\$122,300	President	\$43,200	<b>\$50,532</b>	2024
<a href="#">Share Ministries Inc</a>	TX	\$122,374	Executive Director	\$9,600	<b>\$10,686</b>	2024
<a href="#">Abundant Life Community Church</a>	VT	\$92,677	President	\$48,000	<b>\$53,764</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

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PEER COUNT	84 organizations. Compensation range \$2,004–\$153,342; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$107,941); for reference, expenses \$118,676 and assets \$159,511.
ROLE MATCH	David Thom, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	88 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	92 <sup>nd</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	87 <sup>th</sup>

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

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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 (David Thom) 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 84 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$80,664 is reasonable (approximately the 88<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.