

Leadership Training International

Executive Director / CEO

EIN 208450141
 AR · NTEE X200
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Paul Troquille, Executive Director / CEO** (\$86,774) against **every comparable organization** that fit the selection criteria — **781** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X200).
BUDGET	Total revenue between \$134,964 and \$302,160 — 0.67x to 1.50x the subject's \$201,440 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

781 organizations qualified on sector, size, and geography → **781** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,755	\$23,557	\$43,494	\$72,688	\$101,403	\$86,774
----------	----------	----------	----------	-----------	----------



● 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 AR 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
Global 504	FL	\$201,459	President	\$58,000	\$48,473	2024
The Bonhoeffer Project	CA	\$201,512	Board Member	\$55,300	\$42,482	2024
Galilean Theological Center	OH	\$201,550	President	\$42,000	\$39,575	2024
Open Arms Hispanic Ministries	OH	\$201,312	Executive Di	\$74,620	\$70,312	2024
Kris Kildosher Ministries Inc	NE	\$201,309	President	\$102,060	\$97,657	2024
The Well Inc	CA	\$201,261	Ceo & Exec D	\$3,750	\$2,881	2024
Nomad Church Collective Inc	IN	\$201,249	Minister Board Member	\$48,531	\$46,875	2023
The Fellows Initiative	VA	\$201,229	Executive Director	\$78,750	\$67,645	2024
Reba Rambo Ministries	TN	\$201,689	President	\$59,000	\$55,173	2024
Missionaries To Ministers	CA	\$201,142	President/treasurer	\$145,919	\$115,407	2023
One Heart Ministries Inc	OH	\$200,941	President	\$87,462	\$84,846	2023
Joined To Hashem	NC	\$202,044	President	\$79,937	\$73,481	2024
Indiana Biblical Counseling Center Inc	IN	\$200,825	Director	\$133,635	\$129,076	2023
Polk County Jail Ministries Inc	IA	\$202,079	Chaplain	\$112,115	\$112,437	2023
Prayermentor	TX	\$202,251	President	\$101,544	\$90,366	2024
Christ Community Church Smyrna	TN	\$200,381	President	\$51,430	\$48,094	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bible Translation Fellowship	CA	\$202,584	President And Board Member	\$123,743	\$95,060	2024
Monarch Ministries	IL	\$200,064	Co-executive Director	\$98,334	\$88,546	2023
Family Life Center International Inc	SC	\$202,911	President	\$101,513	\$94,215	2024
Christian Resource Center	NE	\$203,101	Exec Dir	\$16,510	\$16,265	2023
Integrare Inc	NH	\$203,300	Co-executive Director	\$100,667	\$80,562	2025
Alive Again Ministries Inc	FL	\$199,499	President	\$52,654	\$45,305	2023
Ministerios Palabra De Restauracion Inc	VA	\$199,380	Pastor	\$31,200	\$26,800	2024
Sparrow Ministries Inc	MD	\$199,352	Co-executive Director	\$85,779	\$71,345	2024
Amp Ministries Inc	CA	\$199,348	President	\$72,000	\$55,311	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	781 organizations. Compensation range \$50–\$421,044; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$201,440); for reference, expenses \$225,221 and assets \$115,798.
ROLE MATCH	Paul Troquille, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 19 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	85 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	84 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 (Paul Troquille) 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 781 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,774 is reasonable (approximately the 85th 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.