

Bryan Popin Ministries Inc

Executive Director / CEO

EIN 223462579

TN · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bryan Popin, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

Benchmarked executive: Bryan Popin — 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 (X99).

BUDGET Total revenue between \$39,141 and \$87,630 — 0.67x to 1.50x the subject's \$58,420 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,151	\$7,974	\$18,327	\$36,619	\$68,066	\$20,000
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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 TN 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 Luisa Piccarreta Center For The Divine Will	TN	\$57,666	President	\$9,250	\$9,250	2024
Mercysong Inc	MA	\$56,259	Vice President	\$10,400	\$9,153	2023
Beyeperfect Corp	ID	\$55,950	Secretary	\$8,732	\$8,837	2024
Finding Us Inc	FL	\$55,768	Chief Exec O	\$36,000	\$32,174	2024
Realword Outdoors	NC	\$54,887	President	\$35,500	\$34,896	2024
Hearts Of Jesus And Mary Ministries	SC	\$63,332	Minister	\$20,042	\$20,479	2023
United Research Inc	NC	\$65,623	V/p	\$3,237	\$3,100	2025
Christian Ministry Center	MN	\$68,110	President	\$9,000	\$8,710	2023
Pho Mon Buddhist Temple Of Siouxland	IA	\$47,667	President	\$3,000	\$3,125	2024
Little Way Messengers Inc	GA	\$46,210	President An	\$132,000	\$126,267	2024
Double Honor Ministries	OK	\$46,154	Executive Director	\$65,000	\$68,092	2024
Camp Zimmerman Foundation Incorporated	OH	\$71,216	Camp Manager	\$9,900	\$9,975	2024
Kwm World Outreach Inc	GA	\$72,198	President	\$6,400	\$6,122	2024
Oak Haven	AR	\$44,135	Chairman	\$4,000	\$4,277	2024
Scripture Says	CO	\$42,050	President	\$5,500	\$5,017	2024
The Word Of God	MI	\$75,414	Treasurer	\$4,261	\$4,184	2024
Next Generation Ministries International	VA	\$75,486	Executive Dir.	\$11,000	\$10,104	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shadybrook Inc	OH	\$75,944	Executive Director	\$56,160	\$56,588	2024
Deep Bay Center Inc	MT	\$40,367	Secretary	\$17,358	\$18,327	2023
Home Heart	MN	\$76,805	President	\$72,400	\$68,059	2024
Crossover Restoration Foundation	TX	\$77,175	President/ceo	\$86,400	\$84,651	2023
John Shiver Ministries Inc	FL	\$79,640	President	\$53,850	\$49,549	2023
Ywca Mclean County Foundation	IL	\$80,269	Ceo/presiden	\$8,752	\$7,974	2025
Sherwood Christian Outreach Center	PA	\$80,957	President	\$26,500	\$25,141	2024
Peace Ambassadors Usa	TN	\$81,417	President	\$22,000	\$22,650	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	29 organizations. Compensation range \$3,100–\$126,267; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$58,420); for reference, expenses \$118,918 and assets \$340,383. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Bryan Popin, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	52 nd
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	45 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 (Bryan Popin) 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 29 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 52nd 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.