

# Missions Network International

Executive Director / CEO

EIN 260109754  
 WA · NTEE X99  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Darrell Graham, Executive Director / CEO** (\$33,500) against **every comparable organization** that fit the selection criteria — **263** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

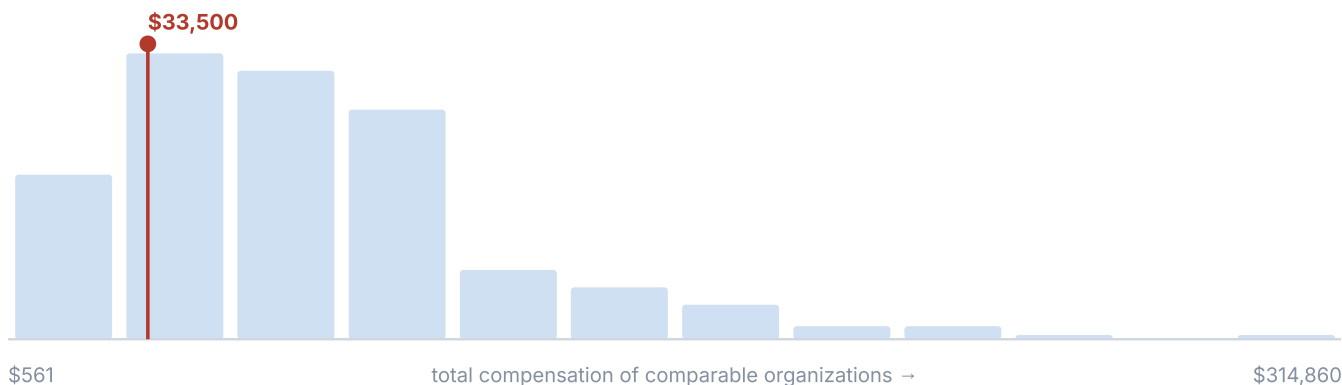
**Benchmarked executive:** Darrell Graham — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$271,308 and \$607,407 — 0.67x to 1.50x the subject's \$404,938 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

**263** organizations qualified on sector, size, and geography → **263** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,617	\$38,036	\$67,107	\$92,632	\$135,202	<b>\$33,500</b>
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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 WA 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="#">Damascus Road Collaborative Inc</a>	TX	\$405,634	Executive Director Coach	\$49,500	<b>\$53,719</b>	2024
<a href="#">Global City Missions Initiative Incorporated</a>	FL	\$405,714	Executive Director	\$86,784	<b>\$88,448</b>	2024
<a href="#">West Texas Gospel Ministries To Children Inc</a>	TX	\$403,987	General Director	\$84,448	<b>\$91,645</b>	2024
<a href="#">Christian African Leadership Ministries</a>	AL	\$403,857	President	\$80,008	<b>\$93,774</b>	2024
<a href="#">Wesley Chapel Mission Center</a>	OH	\$406,597	Executive Director	\$70,568	<b>\$81,087</b>	2024
<a href="#">Chinareach</a>	KS	\$407,005	Director/exec Dir	\$68,564	<b>\$80,360</b>	2024
<a href="#">Angel Wings Out Reach Center Inc</a>	MS	\$401,820	Executive Director	\$62,096	<b>\$75,030</b>	2024
<a href="#">Vantage Point 3 Ministries</a>	SD	\$409,784	President	\$83,831	<b>\$100,373</b>	2024
<a href="#">Cg International</a>	CO	\$399,941	President	\$38,021	<b>\$39,552</b>	2024
<a href="#">Sharing Sacred Spaces Inc</a>	CT	\$410,438	Executive Director	\$107,708	<b>\$109,561</b>	2024
<a href="#">Jaquith Ministries International</a>	OR	\$412,124	President	\$60,000	<b>\$60,450</b>	2024
<a href="#">Living Hope Ministries</a>	TX	\$412,506	President/tr	\$77,561	<b>\$84,172</b>	2024
<a href="#">National Missionary Baptist Convention Of America Dallas</a>	TX	\$397,339	Director And President	\$52,500	<b>\$58,657</b>	2023
<a href="#">Men Of Courage Louisiana</a>	LA	\$412,611	Director	\$51,900	<b>\$62,000</b>	2024
<a href="#">Manhood Journey Inc</a>	KY	\$413,569	Executive Di	\$125,000	<b>\$145,697</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wesley Foundation At Mississippi State</a>	MS	\$396,102	Director	\$60,350	<b>\$72,921</b>	2024
<a href="#">A Moment Of Hope</a>	SC	\$414,310	Executive Director	\$110,708	<b>\$129,001</b>	2023
<a href="#">Prograce International</a>	IL	\$415,469	Chief Executive Officer	\$136,475	<b>\$145,561</b>	2024
<a href="#">Mark Correll Ministries</a>	AL	\$393,912	Director	\$153,500	<b>\$185,223</b>	2023
<a href="#">Sonrise International Inc</a>	OK	\$416,511	President	\$36,000	<b>\$44,276</b>	2023
<a href="#">Lovin Life Inc</a>	MN	\$393,037	Founder, Board Member, President	\$26,505	<b>\$28,414</b>	2024
<a href="#">Lutheran Homes Of Oconomowoc</a>	WI	\$392,459	Ceo	\$40,345	<b>\$45,712</b>	2024
<a href="#">Joel Gregory Ministries</a>	TX	\$418,156	President/di	\$91,371	<b>\$99,159</b>	2024
<a href="#">Joe Oden Ministries Inc</a>	MO	\$390,519	President	\$193,250	<b>\$222,057</b>	2024
<a href="#">Putnam Radio Ministries Inc</a>	FL	\$419,769	General Manager	\$73,083	<b>\$74,484</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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

**PEER COUNT** 263 organizations. Compensation range \$561–\$314,860; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$404,938); for reference, expenses \$410,712 and assets \$340,276.

**ROLE MATCH** Darrell Graham, reported title "*PRESIDENT*", 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** 13 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	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	22 <sup>nd</sup>
Reportable pay only (column D), adjusted	25 <sup>th</sup>
All sources (D + E + F), adjusted	20 <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

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 (Darrell Graham) 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 263 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,500 is reasonable (approximately the 21<sup>st</sup> 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.