

Center For Early African

Executive Director / CEO

EIN 261698750

CT · NTEE X200

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Michael Glerup, Executive Director / CEO** (\$68,564) against **every comparable organization** that fit the selection criteria — **817** 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

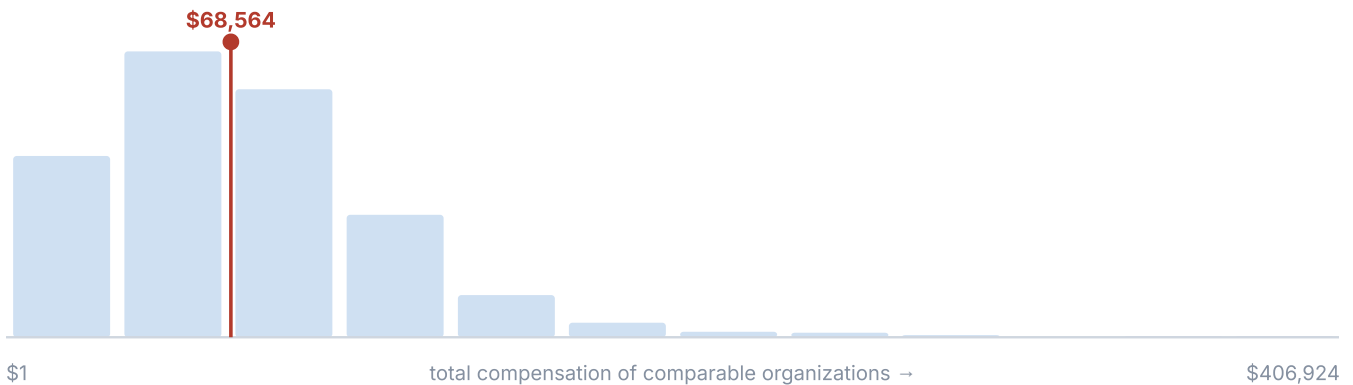
Benchmarked executive: Michael Glerup — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X200).
BUDGET	Total revenue between \$325,731 and \$729,249 — 0.67x to 1.50x the subject's \$486,166 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

817 organizations qualified on sector, size, and geography → **817** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,517	\$39,314	\$66,087	\$97,207	\$127,295	\$68,564
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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 CT 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
Nazarene Community Development Foundation	NJ	\$486,437	Vice President	\$65,000	\$61,896	2024
Vantage Leadership Initiative	AL	\$486,624	Executive Di	\$113,300	\$130,547	2024
Parish Collective	WA	\$485,598	Executive Director	\$83,333	\$79,573	2024
Program For Humanitarian Aid Inc	TX	\$485,521	Co-exec. Direct	\$57,700	\$61,559	2024
Eastern Community Church	MD	\$487,352	Pastor	\$100,800	\$103,478	2023
Latin America Assistance Incorporated	CA	\$484,926	Executive Director	\$97,001	\$91,973	2023
Truth Life And Word Outreach Organization	TX	\$484,894	Admin/outreach	\$62,692	\$68,860	2023
Parish Cupboard Inc	MA	\$487,796	Executive Director	\$46,772	\$44,827	2024
Sonship International Inc	FL	\$484,034	Gilmour	\$208,148	\$214,710	2023
Living Compassion	WA	\$483,619	President	\$28,800	\$28,313	2023
Launch Campus Ministry Inc	IN	\$489,066	President	\$40,503	\$44,381	2025
Nazareth Educational Ministries	AL	\$483,132	President	\$47,000	\$55,754	2023
For Gods Glory Ministries Inc	OK	\$483,130	President	\$102,000	\$119,789	2024
Healing Hands Global Inc	LA	\$489,202	President	\$38,000	\$44,627	2024
Voice Of Christians Inc	NC	\$489,281	Head Of Global Operations	\$8,000	\$8,816	2024
Ministerio Internacional Roca De Salvacion Apostoles Y Profetas	VA	\$482,970	Director	\$39,286	\$41,651	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dayspring Outreach Ministries	MO	\$482,657	President	\$28,430	\$32,115	2024
Experience Christian Ministries	CA	\$489,739	Crawford	\$16,928	\$15,590	2024
Bible Passages	TX	\$482,551	Director	\$50,000	\$53,344	2024
Endtime Rescue International Church	NY	\$482,336	President	\$73,508	\$72,936	2023
Alaska Correctional Ministries Inc	AK	\$481,427	Executive Dir.	\$35,110	\$35,800	2024
1040 Connections Inc	TN	\$481,377	President	\$63,727	\$73,553	2023
Declare Worship Community	OH	\$481,218	Executive Di	\$73,750	\$83,310	2024
Newport News Potters House	VA	\$491,609	President/pastor	\$20,850	\$21,471	2024
Jerusalem Seminary	TX	\$492,226	Dir./president	\$55,440	\$59,147	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 817 organizations. Compensation range \$1–\$406,924; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$486,166); for reference, expenses \$441,074 and assets \$1,021,348.

ROLE MATCH Michael Glerup, reported title "*TREASURER*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 18 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)	56 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	51 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 (Michael Glerup) 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 13, 2026, comparing compensation against 817 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,564 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 13, 2026.