

The Mustard Seed Ministry

Executive Director / CEO

EIN 263398514
 NC · NTEE O50
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Derrell J Clark, Executive Director / CEO** (\$5,400) against **every comparable organization** that fit the selection criteria — **297** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

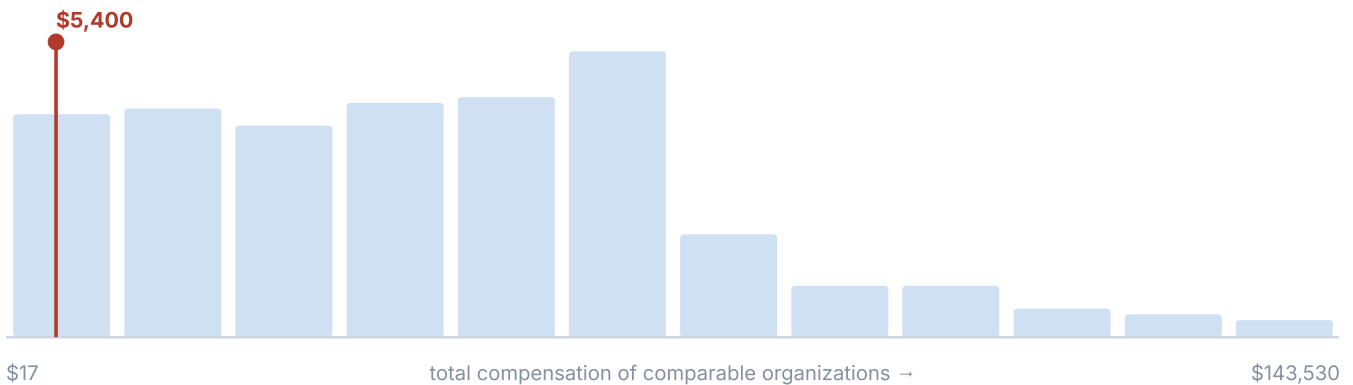
Benchmarked executive: Derrell J Clark — reported title “TREASURER/SE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$120,645 and \$270,102 — 0.67x to 1.50x the subject's \$180,068 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

297 organizations qualified on sector, size, and geography → **297** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,044	\$22,764	\$46,324	\$65,420	\$83,160	\$5,400
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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 NC 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
Pickaway Helps Db Pickaway Works	OH	\$180,333	Co-program Director	\$70,000	\$71,754	2024
Purpose Of God Annex Outreach Center	NC	\$179,739	Ceo	\$31,525	\$31,525	2024
Lowell Youth Leadership Program Inc	MA	\$180,593	Vice President	\$6,369	\$5,539	2024
Sports Konnect Inc	FL	\$179,372	Ceo	\$37,000	\$32,772	2025
Goulds Youth Ministries	AR	\$179,354	Executive Director	\$30,890	\$33,604	2024
Hangar Youth And Community Center	MI	\$178,593	Executive Director	\$24,615	\$24,589	2024
Boone County Mentoring Partnership Inc	IN	\$178,449	Executive Dir.	\$58,000	\$59,195	2024
Girls On The Run Of Berks County	PA	\$177,869	Executive Director	\$66,388	\$64,073	2024
Latinx In Gaming Nfp	CA	\$182,491	President	\$10,459	\$8,999	2023
Black Brothers-black Sisters Involvement	OH	\$183,388	Ceo	\$25,000	\$25,626	2024
The Reed Community Foundation	OK	\$183,596	Executive Di	\$55,934	\$59,608	2024
Asun Star Community Outreach Program	NJ	\$176,247	President	\$35,000	\$30,243	2024
Better Eugene-springfield Transportation	OR	\$184,104	Executive Director	\$53,460	\$48,048	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Dock Ministries	MI	\$184,163	Director	\$54,459	\$54,401	2024
Funducation Inc	FL	\$184,475	Founder/ceo/executive Director	\$93,449	\$84,962	2024
Springfield City Youth Mission	OH	\$184,498	Former Direc	\$36,963	\$37,889	2024
Common Bond Basketball Club	MI	\$184,574	President	\$46,000	\$47,309	2023
Baseball For All Inc	CA	\$174,850	President	\$80,000	\$66,856	2024
Activediscovery Club	CA	\$174,549	Executive Director	\$60,000	\$50,142	2024
Cmj Academy Inc	FL	\$173,966	President	\$63,942	\$56,636	2025
The Ibelieve Foundation	OH	\$173,515	Executive Director	\$60,000	\$63,320	2023
Rise Above	MI	\$173,456	Executive Di	\$72,116	\$70,182	2025
Joi Community Outreach	TX	\$187,441	Executive Director	\$1,000	\$968	2024
Girls On The Run Of The Flint Hills	KS	\$172,372	Executive Dir.	\$64,900	\$66,107	2025
Wayfinders On The Hudson Corp	NY	\$172,068	President	\$22,200	\$19,988	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **297** organizations. Compensation range \$17–\$143,530; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$180,068); for reference, expenses \$225,340 and assets \$36,687.
ROLE MATCH	Derrell J Clark, reported title " <i>TREASURER/SE</i> ", 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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	7 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 (Derrell J Clark) 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 297 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,400 is reasonable (approximately the 7th 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.