

Barnabas Ministries

Executive Director / CEO

EIN 383244843

MI · NTEE X20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Crystal Bender, Executive Director / CEO** (\$22,320) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

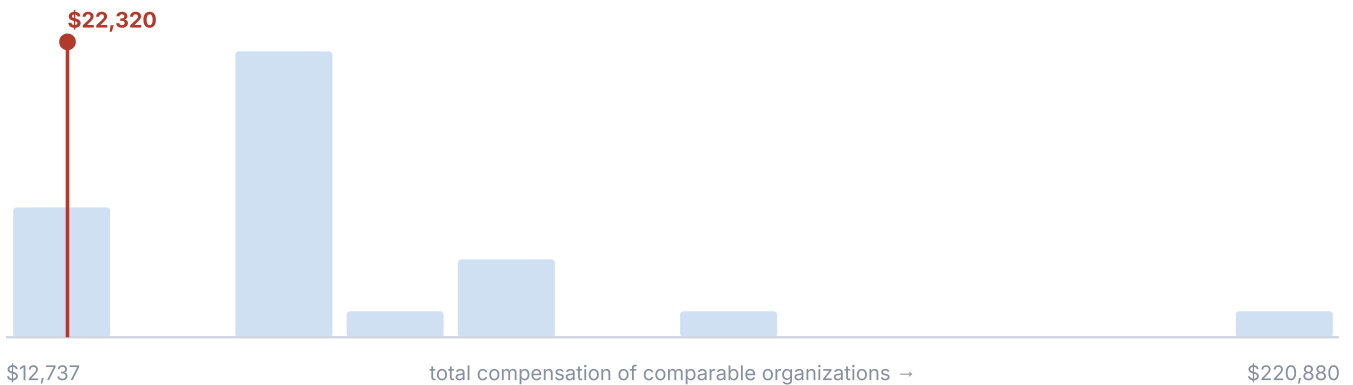
Benchmarked executive: Crystal Bender — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$295,713 and \$662,044 — 0.67x to 1.50x the subject's \$441,363 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + MI + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,610	\$48,554	\$54,017	\$70,084	\$88,155	\$22,320
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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 MI 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
Our Daily Bread Ministries Trust	MI	\$439,058	Trustee	\$13,113	\$12,737	2024
Living Stone Ministries	MI	\$462,040	President/pastor	\$48,800	\$48,800	2023
Word Of Life	MI	\$469,977	Treasurer	\$56,521	\$54,899	2024
Rooted Pastors Inc	MI	\$476,678	Exec Directo	\$90,000	\$87,418	2024
Family Of God In Christ Ministry	MI	\$395,632	Pastor	\$74,208	\$72,079	2024
Camp Lael	MI	\$492,708	Director	\$54,000	\$54,000	2023
Camp Living Waters	MI	\$364,952	Executive Di	\$55,630	\$54,034	2024
The Hope Church Of Detroit Inc	MI	\$356,089	President	\$48,472	\$48,472	2023
Mission For Area People	MI	\$526,664	Executive Director	\$53,954	\$52,406	2024
Camp Sancta Maria Trust	MI	\$535,538	Executive Director	\$24,538	\$24,538	2023
Holy Cross Coptic Orthodox Church	MI	\$346,247	Priest	\$128,614	\$124,924	2024
St Mary & Pope Kyrillos Vi Coptic	MI	\$343,153	President	\$65,992	\$64,099	2024
Bangla Ministries Worldwide	MI	\$542,095	Executive Di	\$60,172	\$58,446	2024
Living Army	MI	\$550,457	Vice Preside	\$88,333	\$85,799	2024
Coming Out Ministries Incorporated	MI	\$329,419	Past Chairman, Co-founder, Senior Speaker	\$54,574	\$53,008	2024
St Mina And Pope Kyrillos Vi	MI	\$563,975	President	\$90,843	\$88,237	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Faith Prayer & Tract League	MI	\$566,836	Executive Di	\$30,000	\$29,139	2024
Haven Of Hope Ministry	MI	\$577,510	Executive Director	\$26,000	\$25,254	2024
Mission Partners India Inc	MI	\$582,240	President/ex	\$233,421	\$220,880	2025
The Road Map Inc	MI	\$623,139	President	\$50,477	\$49,029	2024
Servant Ministries C A Inc	MI	\$629,162	Director	\$19,200	\$18,649	2024
Simpson Park Camp Meeting Grounds Association	MI	\$658,140	Camp Director	\$60,063	\$60,063	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 22 organizations. Compensation range \$12,737–\$220,880; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$441,363); for reference, expenses \$378,571 and assets \$289,821.

ROLE MATCH Crystal Bender, reported title "*Secretary*", 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 1 peer 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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	5 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 (Crystal Bender) 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 22 similarly situated organizations (Same NTEE sector (X20) + MI + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,320 is reasonable (approximately the 9th 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.