

Hidden Bluff Ministries Inc

Executive Director / CEO

EIN 431585303
 MO · NTEE X20Z
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Lance R Copeland, Executive Director / CEO** (\$60,500) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 64th percentile of comparable organizations within the typical range

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

How comparable organizations were selected

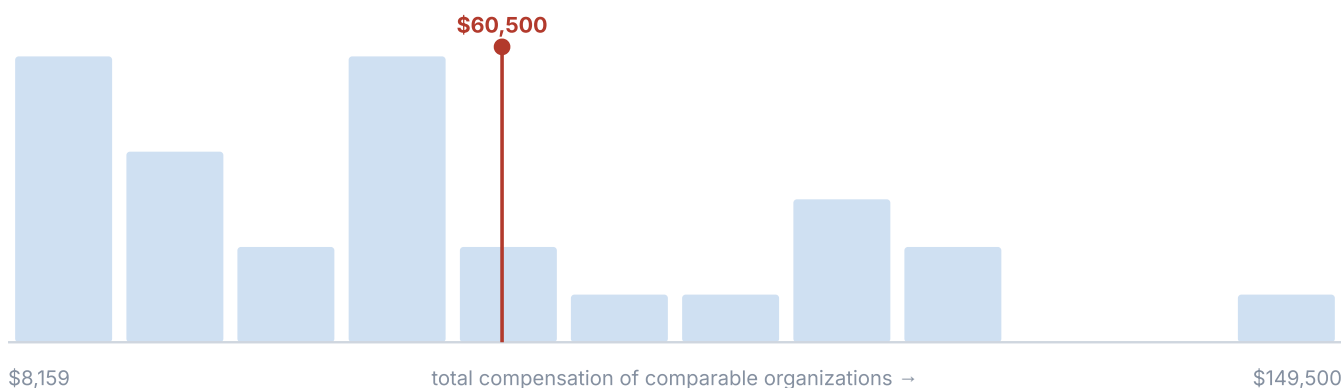
SECTOR Organizations sharing the subject's NTEE classification (X20Z).

BUDGET Total revenue between \$264,424 and \$591,996 — 0.67x to 1.50x the subject's \$394,664 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20) + MO + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,364	\$23,759	\$45,367	\$74,462	\$102,623	\$60,500
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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 MO 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
Grade A Plus Incorporated	MO	\$387,405	Executive Di	\$51,480	\$50,003	2024
Legacy Builders Ministry	MO	\$382,220	Executive Dir.	\$149,500	\$149,500	2023
Global Missionary Taskforce Inc	MO	\$409,153	Chairman & P	\$66,506	\$64,598	2024
Love Inc Of Clay County	MO	\$372,430	Executive Director	\$44,782	\$43,497	2024
Midland Ministries Inc	MO	\$420,178	Executive Director	\$10,644	\$10,339	2024
Gospel Ministries International In	MO	\$364,108	President	\$90,000	\$90,000	2023
Stepping Into The Light	MO	\$349,795	President/executive Director	\$12,000	\$11,656	2024
Awesome Ambitions	MO	\$335,330	Ex Offico	\$16,250	\$15,784	2024
International Theological Education	MO	\$465,245	Executive Dir.	\$46,657	\$46,657	2023
Leadership Investment Intensives Inc	MO	\$318,657	Founder, Executive Director & Secretary	\$110,384	\$107,217	2024
Emmaus Global Missions	MO	\$318,440	President	\$54,000	\$52,451	2024
Bridge Of Hope Ministries	MO	\$314,082	Executive Director	\$67,616	\$65,676	2024
Enduring Treasure Ministries Inc	MO	\$312,109	President	\$71,328	\$69,282	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dayspring Outreach Ministries	MO	\$482,657	President	\$28,430	\$27,614	2024
Bridge Of Blue Springs Inc	MO	\$304,153	President	\$8,400	\$8,159	2024
Ken Taylor Ministries Inc	MO	\$297,270	President	\$45,378	\$44,076	2024
Philippi Freedom Ministry	MO	\$296,154	President	\$100,000	\$100,000	2023
Every Man A Warrior Inc	MO	\$493,327	Directorpresident	\$15,750	\$15,750	2023
Triumphant Ministries Int	MO	\$295,493	President	\$24,200	\$24,200	2023
Biblical Business Training Inc	MO	\$495,371	Executive Dir.	\$109,506	\$106,364	2024
Brook Wellness Center Inc	MO	\$290,583	President	\$30,602	\$30,602	2023
Fatherhood Foundations	MO	\$277,676	President	\$35,400	\$34,384	2024
God's Mountain Ministries Inc	MO	\$276,981	Director	\$34,400	\$34,400	2023
Creative Ministries Inc	MO	\$276,191	President	\$23,100	\$22,437	2024
415 Leadership Inc	MO	\$269,197	President	\$11,000	\$10,684	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 28 organizations. Compensation range \$8,159–\$149,500; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$394,664); for reference, expenses \$399,131 and assets \$556,821.

ROLE MATCH Lance R Copeland, reported title "*DIRECTOR*", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	64 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	64 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 (Lance R Copeland) 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 28 similarly situated organizations (Same NTEE sector (X20) + MO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,500 is reasonable (approximately the 64th 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.