

Stepping Into The Light

Executive Director / CEO

EIN 431692362
 MO · NTEE X20Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Jerome Bracely, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Jerome Bracely — reported title “PRESIDENT/EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

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

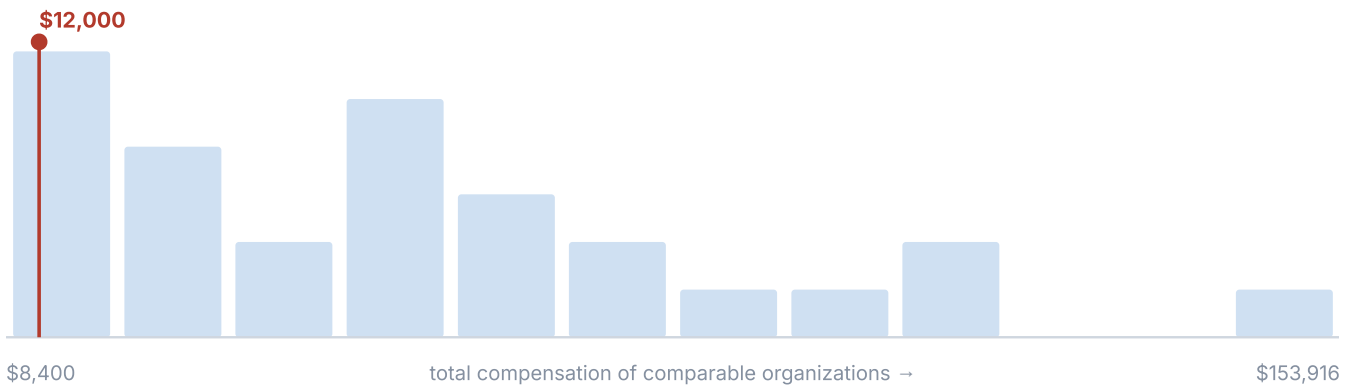
BUDGET Total revenue between \$234,362 and \$524,692 — 0.67x to 1.50x the subject's \$349,795 (the band tightens as size grows).

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

27 organizations qualified on sector, size, and geography

→ **27** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$14,129	\$24,008	\$45,378	\$69,472	\$105,575	\$12,000
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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
Gospel Ministries International In	MO	\$364,108	President	\$90,000	\$92,658	2023
Awesome Ambitions	MO	\$335,330	Ex Officio	\$16,250	\$16,250	2024
Love Inc Of Clay County	MO	\$372,430	Executive Director	\$44,782	\$44,782	2024
Leadership Investment Intensives Inc	MO	\$318,657	Founder, Executive Director & Secretary	\$110,384	\$110,384	2024
Emmaus Global Missions	MO	\$318,440	President	\$54,000	\$54,000	2024
Legacy Builders Ministry	MO	\$382,220	Executive Dir.	\$149,500	\$153,916	2023
Bridge Of Hope Ministries	MO	\$314,082	Executive Director	\$67,616	\$67,616	2024
Grade A Plus Incorporated	MO	\$387,405	Executive Di	\$51,480	\$51,480	2024
Enduring Treasure Ministries Inc	MO	\$312,109	President	\$71,328	\$71,328	2024
Hidden Bluff Ministries Inc	MO	\$394,664	Director	\$60,500	\$62,287	2023
Bridge Of Blue Springs Inc	MO	\$304,153	President	\$8,400	\$8,400	2024
Ken Taylor Ministries Inc	MO	\$297,270	President	\$45,378	\$45,378	2024
Philippi Freedom Ministry	MO	\$296,154	President	\$100,000	\$102,954	2023
Triumphant Ministries Int	MO	\$295,493	President	\$24,200	\$24,915	2023
Brook Wellness Center Inc	MO	\$290,583	President	\$30,602	\$31,506	2023
Global Missionary Taskforce Inc	MO	\$409,153	Chairman & P	\$66,506	\$66,506	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Midland Ministries Inc	MO	\$420,178	Executive Director	\$10,644	\$10,644	2024
Fatherhood Foundations	MO	\$277,676	President	\$35,400	\$35,400	2024
God's Mountain Ministries Inc	MO	\$276,981	Director	\$34,400	\$35,416	2023
Creative Ministries Inc	MO	\$276,191	President	\$23,100	\$23,100	2024
415 Leadership Inc	MO	\$269,197	President	\$11,000	\$11,000	2024
Kinsmen Initiative	MO	\$264,107	Founder / Chairman	\$18,000	\$18,532	2023
The Rooted Sisters	MO	\$261,196	Ceo	\$78,125	\$80,433	2023
International Theological Education	MO	\$465,245	Executive Dir.	\$46,657	\$48,035	2023
Dayspring Outreach Ministries	MO	\$482,657	President	\$28,430	\$28,430	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 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 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 27 organizations. Compensation range \$8,400–\$153,916; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$349,795); for reference, expenses \$245,610 and assets \$428,348.

ROLE MATCH Jerome Bracely, reported title "*PRESIDENT/EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 1 peer 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	11 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	11 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 (Jerome Bracely) 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 27 similarly situated organizations (Same NTEE sector (X20) + MO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 11th 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.