

Brookes Bible College

Executive Director / CEO

This analysis benchmarks the total compensation of **Robert Thurman, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **327** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

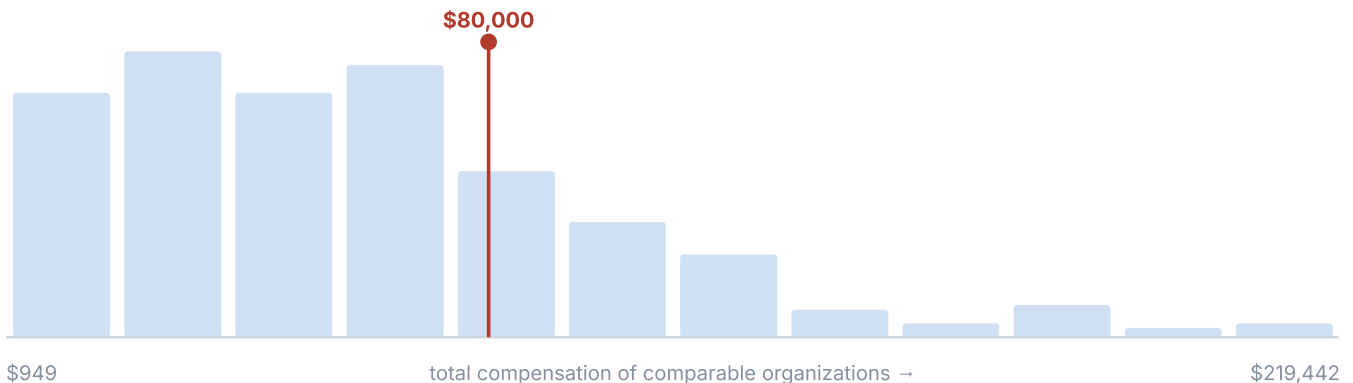
Benchmarked executive: Robert Thurman — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21P).
BUDGET	Total revenue between \$212,098 and \$474,847 — 0.67x to 1.50x the subject's \$316,565 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

327 organizations qualified on sector, size, and geography → **327** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,000	\$29,310	\$53,864	\$81,302	\$115,876	\$80,000
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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
Bonnie Floyd Ministries	TX	\$316,455	President	\$60,000	\$58,340	2023
Student Discipleship Ministries	TX	\$317,544	President	\$169,000	\$159,611	2024
Awab The Association Of Welcoming And Affirming Baptists	KY	\$317,902	Executive Director	\$72,346	\$73,385	2024
Gotell Ministries Inc	FL	\$315,139	President	\$38,095	\$33,789	2024
Los Cabos Missions For Christ	WA	\$315,021	Secretary	\$70,296	\$59,421	2024
Hovsepian Ministries Inc	CA	\$318,293	Executive Director	\$60,000	\$50,361	2023
Open Door Church Of God In Christ Detroit	MI	\$314,655	Director	\$48,000	\$48,159	2023
Heartland Christian Broadcasters Inc	MN	\$318,985	Asst Secretary	\$63,008	\$58,782	2024
Church Usa For Christ Corp	FL	\$319,351	D P	\$31,760	\$28,170	2024
Vietnamese Christian Restoration	TX	\$312,230	Vice President	\$3,000	\$2,917	2023
Beyond The Reef Foundation Inc	FL	\$312,010	President	\$96,000	\$87,663	2023
Calling Ministry Inc	FL	\$311,698	President &	\$1,200	\$1,095	2023
Lets Go Fishing Ministries Inc	CO	\$321,924	President	\$126,345	\$114,383	2024
Call Communications Group Inc	FL	\$322,017	President	\$90,000	\$79,826	2024
Arukah	CA	\$322,735	President	\$55,000	\$44,840	2024
Refiners House	GA	\$322,813	President Ceo	\$41,905	\$40,957	2023
Focused Living Ministries	SC	\$322,932	President	\$83,100	\$84,270	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greater Works Praise And Worship Centre	CA	\$323,094	President	\$75,134	\$61,255	2024
Elijah Ministries Inc	FL	\$309,659	President	\$87,298	\$79,717	2023
Cowboy-up International Inc	TX	\$309,598	President/ce	\$32,800	\$30,978	2024
Cedar Cove Inc	MN	\$309,052	Director	\$85,200	\$79,485	2024
Liberating Ministries For Christ Int	VA	\$307,897	President	\$65,199	\$61,192	2023
Beauty For Ashes Ministry	MO	\$307,828	Director Of Recovery Center	\$46,875	\$46,875	2024
Logos Leaders Outreach	TX	\$307,823	Executive Director	\$219,670	\$213,594	2023
Desilva Ministries	CA	\$307,526	President	\$18,000	\$15,109	2023

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	327 organizations. Compensation range \$949–\$219,442; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$316,565); for reference, expenses \$736,321 and assets \$1,132,843. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Robert Thurman, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 13 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	74 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	73 rd

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 (Robert Thurman) 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 327 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 74th 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.