

# World Leaders Group Inc

Executive Director / CEO

EIN 453178623

FL · NTEE X20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Julie Dickson, Executive Director / CEO** (\$12,000) 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 **55<sup>th</sup>** percentile of comparable organizations within the typical range

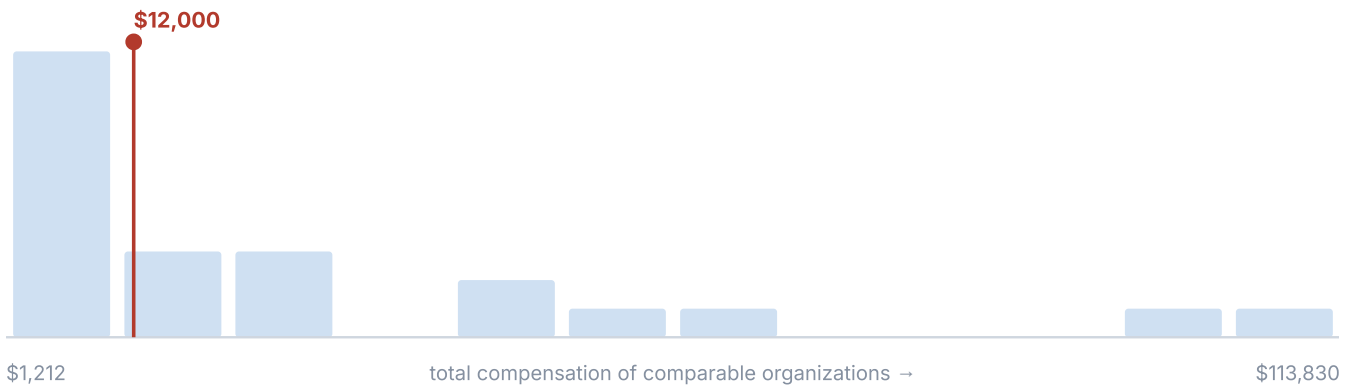
**Benchmarked executive:** Julie Dickson — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (X20).
- BUDGET** Total revenue between \$7,750 and \$17,352 — 0.67x to 1.50x the subject's \$11,568 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (X), nationwide + 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



\$3,315	\$5,841	\$11,446	\$37,388	\$62,386	\$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 FL 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
<a href="#">Center For Faith And Work St Louis</a>	MO	\$11,693	Executive Director	\$22,973	<b>\$25,901</b>	2024
<a href="#">World Bridge Ministries Inc</a>	GA	\$12,737	President	\$59,670	<b>\$63,866</b>	2024
<a href="#">Pulaski Christian Church Inc</a>	VA	\$13,108	President	\$3,300	<b>\$3,491</b>	2023
<a href="#">Grace &amp; Mercy Ministries</a>	AZ	\$13,109	President	\$108,000	<b>\$113,830</b>	2023
<a href="#">Cleveland Hebrew Schools Educational</a>	OH	\$13,179	Treasurer	\$40,331	<b>\$46,814</b>	2023
<a href="#">East Mountain Greenville</a>	SC	\$13,281	Former Ceo/exec. Direct	\$21,500	<b>\$24,581</b>	2023
<a href="#">Passion Of Christ Ministries Inc</a>	MD	\$9,530	Pastor	\$1,400	<b>\$1,393</b>	2024
<a href="#">Kerygma Comunidad Misionera</a>	FL	\$14,085	Director	\$3,200	<b>\$3,295</b>	2023
<a href="#">Emmaus Teams</a>	ME	\$9,023	Director	\$44,711	<b>\$49,066</b>	2023
<a href="#">Gods Not Dead Foundation</a>	AZ	\$14,202	President	\$20,000	<b>\$20,475</b>	2024
<a href="#">Play To Learn Ministries</a>	MO	\$14,248	President	\$1,103	<b>\$1,212</b>	2025
<a href="#">New Life Holding Corporation</a>	CO	\$14,400	Director	\$7,713	<b>\$8,105</b>	2023
<a href="#">Transparent Heart Ministries - Thm</a>	WY	\$14,437	President And Member Board Of Directors	\$5,446	<b>\$6,208</b>	2024
<a href="#">Light Brigade Ministries</a>	WA	\$8,654	President	\$6,000	<b>\$5,718</b>	2024
<a href="#">Bryan Gray Ministries Inc</a>	NC	\$14,497	President	\$9,650	<b>\$10,927</b>	2023
<a href="#">Ken Soltys Ministries Inc</a>	NC	\$8,353	President	\$8,050	<b>\$8,854</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Thompsonkillebrew Fbo Fumc</a>	KY	\$14,976	Trustee	\$4,564	<b>\$5,374</b>	2023
<a href="#">New Mexico Family Action Movement</a>	NM	\$15,050	Executive Dir.	\$36,000	<b>\$41,217</b>	2024
<a href="#">International Legacy Institute</a>	DE	\$8,081	Director	\$11,150	<b>\$11,965</b>	2023
<a href="#">The Shalem Institute</a>	OH	\$15,846	Executive Director	\$6,000	<b>\$6,765</b>	2024
<a href="#">Baybrazil Inc</a>	CA	\$16,416	President/ce	\$110,000	<b>\$101,110</b>	2024
<a href="#">Temple United Church Inc</a>	MD	\$17,214	Pastor	\$19,000	<b>\$19,467</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	22 organizations. Compensation range \$1,212–\$113,830; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$11,568); for reference, expenses \$118,603 and assets \$153,299. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Julie Dickson, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	55 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	55 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	50 <sup>th</sup>

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 (Julie Dickson) 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 major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 55<sup>th</sup> 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.