

Build A Better Us

Executive Director / CEO

EIN 454785740
 TN · NTEE X21
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Bradley Thompson, Executive Director / CEO** (\$51,121) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Bradley Thompson — reported title “President/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

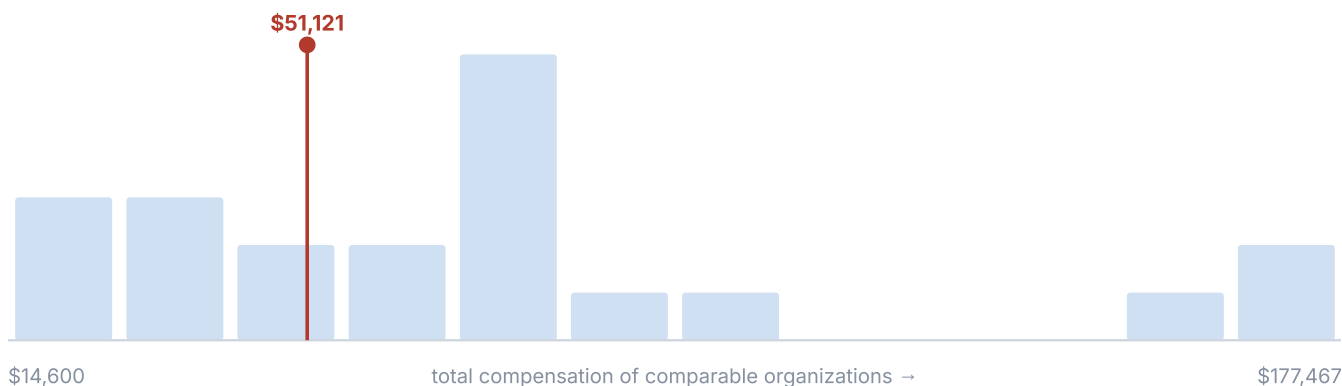
SECTOR Organizations sharing the subject's NTEE classification (X21).

BUDGET Total revenue between \$201,531 and \$451,191 — 0.67x to 1.50x the subject's \$300,794 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X21) + TN + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,020	\$41,438	\$70,119	\$80,000	\$155,841	\$51,121
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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 TN 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
R1 Ministries Inc	TN	\$300,877	President	\$107,265	\$104,188	2024
Bld-it Ministry	TN	\$303,137	Executive Di	\$182,709	\$177,467	2024
South American Call Inc	TN	\$288,873	President	\$20,020	\$20,020	2023
Yancy Ministries Inc	TN	\$269,926	President	\$80,300	\$77,996	2024
Baptist Church Planting Ministry	TN	\$333,361	President And General Director	\$160,444	\$155,841	2024
E3 Elevating Education Everywhere Inc	TN	\$336,833	President/treasurer	\$30,000	\$29,139	2024
Global Golf	TN	\$263,011	President	\$58,967	\$57,275	2024
On The Go Ministries	TN	\$338,861	President	\$52,885	\$52,885	2023
Laban Ministries International Inc	TN	\$261,870	Administrator	\$74,100	\$70,119	2025
Acts 17six Inc	TN	\$261,319	Vice-president	\$62,400	\$62,400	2023
Apocalypse Ministries Inc	TN	\$259,278	President	\$73,847	\$73,847	2023
Triumphant Living Ministries Inc	TN	\$350,720	President/chairman	\$169,886	\$169,886	2023
Women At The Well Ministries	TN	\$357,283	President	\$20,085	\$19,509	2024
Nashville Fellows Program Inc	TN	\$227,608	Executive Director	\$80,000	\$80,000	2023
House Of Refuge Inc	TN	\$375,509	Director	\$49,231	\$47,819	2024
Jeremiah Bolich Ministries Inc	TN	\$220,462	President	\$31,164	\$30,270	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ronnie Tullos Evangelistic	TN	\$214,870	President	\$76,925	\$74,718	2024
African Transformational Leadership Inc	TN	\$208,467	President	\$80,000	\$80,000	2023
Ronnie Phillips Ministries International Inc	TN	\$205,992	President	\$85,000	\$82,561	2024
Vision Productions Inc	TN	\$398,416	President	\$42,662	\$41,438	2024
Deeper Still Missions	TN	\$428,805	Executive Direc	\$14,600	\$14,600	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	21 organizations. Compensation range \$14,600–\$177,467; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$300,794); for reference, expenses \$296,661 and assets \$15,430.
ROLE MATCH	Bradley Thompson, reported title " <i>President/Director</i> ", 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.
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	33rd

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	33 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 (Bradley Thompson) 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 21 similarly situated organizations (Same NTEE sector (X21) + TN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,121 is reasonable (approximately the 33rd 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.