

# Sure Foundation Ministries

Executive Director / CEO

EIN 455585909

TX · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joseph Popoola, Executive Director / CEO** (\$91,058) against **every comparable organization** that fit the selection criteria — **138** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76<sup>th</sup>** percentile of comparable organizations within the typical range

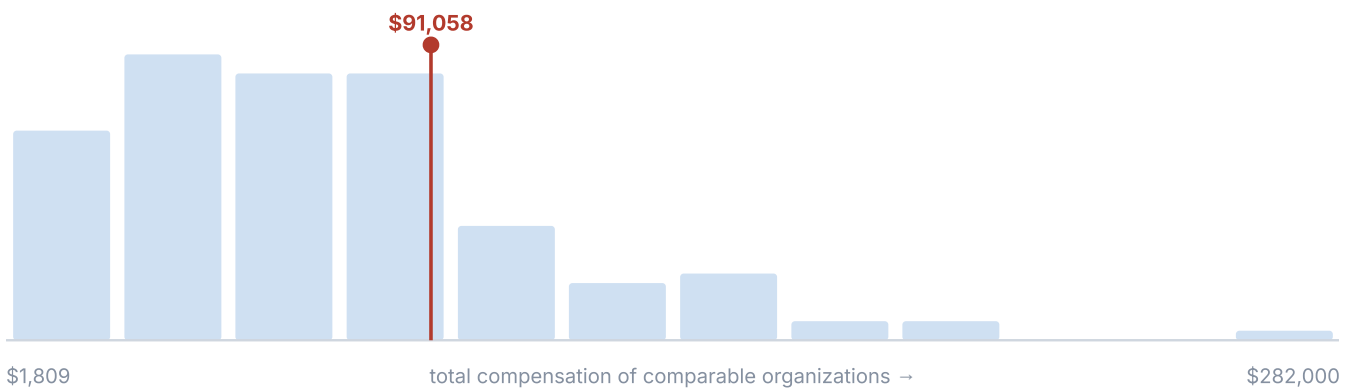
**Benchmarked executive:** Joseph Popoola — reported title “President, Dir.”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$201,850 and \$451,905 — 0.67x to 1.50x the subject's \$301,270 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

**138** organizations qualified on sector, size, and geography → **138** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$16,418	\$34,650	\$61,166	\$87,265	\$128,976	\$91,058
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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 TX 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="#">The Replenish Group Corporation</a>	TX	\$301,015	Director, President	\$69,646	<b>\$69,646</b>	2024
<a href="#">We Love Our City</a>	TX	\$302,276	Director	\$75,100	<b>\$77,318</b>	2023
<a href="#">The Isaiah 43 19 Project</a>	TX	\$299,573	Director	\$142,000	<b>\$146,194</b>	2023
<a href="#">Overcoming Obstacles Ministries</a>	TX	\$303,267	President	\$74,500	<b>\$76,701</b>	2023
<a href="#">Young Living Stones</a>	TX	\$305,712	Executive Director	\$13,750	<b>\$14,156</b>	2023
<a href="#">In The Streets-hands Uphighministry</a>	TX	\$306,260	Officer	\$22,333	<b>\$22,333</b>	2024
<a href="#">Ascending Leaders</a>	TX	\$295,779	Exec Dir & President	\$84,887	<b>\$84,887</b>	2024
<a href="#">Build International Ministries</a>	TX	\$295,757	Prayer/spiritual Leader	\$135,391	<b>\$139,390</b>	2023
<a href="#">Her Well Center Inc</a>	TX	\$306,991	Executive Director	\$77,261	<b>\$77,261</b>	2024
<a href="#">Venture Ministries Incorporated</a>	TX	\$294,236	Executive Dir.	\$40,912	<b>\$42,120</b>	2023
<a href="#">Midland Soup Kitchen Ministry</a>	TX	\$308,741	President	\$95,160	<b>\$97,971</b>	2023
<a href="#">Christian Thinkers Society Inc</a>	TX	\$293,485	President	\$53,000	<b>\$54,565</b>	2023
<a href="#">Talented Foundation</a>	TX	\$309,476	Director	\$180,007	<b>\$185,324</b>	2023
<a href="#">Olney Christian Community Center Inc</a>	TX	\$292,060	Director	\$56,350	<b>\$56,350</b>	2024
<a href="#">Practice Ministries Inc</a>	TX	\$311,370	Co-founder	\$91,616	<b>\$94,322</b>	2023
<a href="#">James F Myers Ministries Inc</a>	TX	\$311,732	President	\$65,000	<b>\$65,000</b>	2024
<a href="#">Main Street Crossing</a>	TX	\$315,132	Secretary	\$8,960	<b>\$8,960</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Moms In The Making</a>	TX	\$315,177	President	\$63,000	<b>\$64,861</b>	2023
<a href="#">Kingdom Focus Coaching</a>	TX	\$287,098	President & Founder	\$110,846	<b>\$110,846</b>	2024
<a href="#">Grace Assembly Christian Church Of Gatesville Inc</a>	TX	\$320,129	Senior Pastor	\$1,809	<b>\$1,809</b>	2024
<a href="#">Mosaic Center For Spiritual Formation</a>	TX	\$320,551	Executive Dir.	\$30,600	<b>\$30,600</b>	2024
<a href="#">Global Leadership Outreach Development</a>	TX	\$320,610	President	\$282,000	<b>\$282,000</b>	2024
<a href="#">Ghb3</a>	TX	\$320,827	Vice President	\$7,667	<b>\$7,667</b>	2024
<a href="#">Bethel Mission Inc</a>	TX	\$281,163	Officer	\$23,850	<b>\$23,850</b>	2024
<a href="#">Rest Yourself Family Ministries</a>	TX	\$278,663	Program Director	\$61,500	<b>\$61,500</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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** 138 organizations. Compensation range \$1,809–\$282,000; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$301,270); for reference, expenses \$298,099 and assets \$1,467,768.

**ROLE MATCH** Joseph Popoola, reported title "*President, Dir.*", 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.**

**RELATED-ORG PAY** 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 5 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	76 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	76 <sup>th</sup>
Reportable pay only (column D), adjusted	36 <sup>th</sup>
All sources (D + E + F), adjusted	75 <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 (Joseph Popoola) 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 138 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$91,058 is reasonable (approximately the 76<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.