

# First Missionary Baptist Church Of Thoma

Executive Director / CEO

EIN 463397548  
 GA · NTEE X20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Jeremy Rich, Executive Director / CEO** (\$20,880) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 7<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

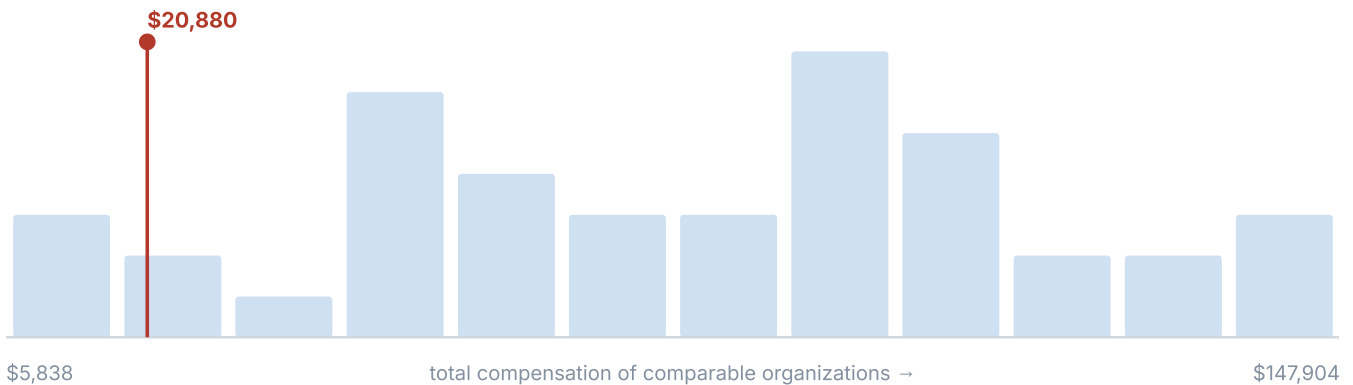
**Benchmarked executive:** Jeremy Rich — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$319,503 and \$715,306 — 0.67x to 1.50x the subject's \$476,871 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + GA + budget 0.67–1.5x revenue.

**41** organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$27,929	\$50,631	\$88,195	\$102,044	\$125,116	<b>\$20,880</b>
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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 GA 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="#">Revival Prayer Institute Inc</a>	GA	\$472,650	Growth Director	\$93,583	<b>\$90,898</b>	2024
<a href="#">Ariana Ministries Incorporated</a>	GA	\$463,554	President	\$28,754	<b>\$27,929</b>	2024
<a href="#">Kidz Blitz Ministries Inc</a>	GA	\$457,902	Board Member	\$60,000	<b>\$58,279</b>	2024
<a href="#">Freedom Path Counseling Inc</a>	GA	\$457,592	President	\$107,200	<b>\$107,200</b>	2023
<a href="#">Kingdom Foundations</a>	GA	\$440,406	President	\$92,075	<b>\$92,075</b>	2023
<a href="#">Christian Radio Fellowship Inc</a>	GA	\$438,199	President	\$91,536	<b>\$88,910</b>	2024
<a href="#">Oaks Ministries Inc</a>	GA	\$516,972	Co-director	\$90,800	<b>\$88,195</b>	2024
<a href="#">Directline Ministry Inc</a>	GA	\$436,174	Ceo	\$26,000	<b>\$25,254</b>	2024
<a href="#">Living Bridges Ministry</a>	GA	\$433,579	Executive Director	\$7,505	<b>\$7,290</b>	2024
<a href="#">Embracing The Journey</a>	GA	\$433,411	President	\$127,847	<b>\$124,179</b>	2024
<a href="#">Purification Heritage Center Inc</a>	GA	\$528,173	Executive Dir.	\$80,000	<b>\$77,705</b>	2024
<a href="#">Inspired Performance Inc</a>	GA	\$531,086	Executive Dir.	\$97,500	<b>\$94,703</b>	2024
<a href="#">Good News To The Nations Inc</a>	GA	\$531,826	President	\$147,904	<b>\$147,904</b>	2023
<a href="#">Foundation For Clinical Pastoral</a>	GA	\$411,150	Executive Director	\$49,643	<b>\$48,219</b>	2024
<a href="#">Christian Social Ministries Inc</a>	GA	\$411,049	Director	\$51,000	<b>\$49,537</b>	2024
<a href="#">Dwell Global</a>	GA	\$551,424	President	\$51,047	<b>\$51,047</b>	2023
<a href="#">Grace Korean Church Inc</a>	GA	\$402,301	Pastor	\$68,250	<b>\$66,292</b>	2024
<a href="#">Home Repairs Ministries Inc</a>	GA	\$398,515	Executive Di	\$97,222	<b>\$94,433</b>	2024
<a href="#">Perspective Ministries Inc</a>	GA	\$387,594	Executive Dir.	\$75,900	<b>\$73,722</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">City Takers Inc</a>	GA	\$566,571	Secretary	\$39,500	<b>\$38,367</b>	2024
<a href="#">Aguas Vivas Centro Familiar De Adoracion</a>	GA	\$569,182	Pastor	\$60,000	<b>\$60,000</b>	2023
<a href="#">Blackwelder Ministries Inc</a>	GA	\$382,707	President	\$151,471	<b>\$147,125</b>	2024
<a href="#">Campus Clubs Inc</a>	GA	\$381,827	Executive Di	\$64,084	<b>\$64,084</b>	2023
<a href="#">Julies Dream Inc</a>	GA	\$575,964	Executive Dir.	\$101,933	<b>\$101,933</b>	2023
<a href="#">Proskuneo Ministries Inc</a>	GA	\$374,634	President	\$52,127	<b>\$50,631</b>	2024

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

## Sample, role match & sensitivity

PEER COUNT	41 organizations. Compensation range \$5,838–\$147,904; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$476,871); for reference, expenses \$289,356 and assets \$396,732.
ROLE MATCH	Jeremy Rich, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	7 <sup>th</sup>

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	7 <sup>th</sup>
Reportable pay only (column D), adjusted	10 <sup>th</sup>
All sources (D + E + F), adjusted	7 <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 (Jeremy Rich) 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 41 similarly situated organizations (Same NTEE sector (X20) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,880 is reasonable (approximately the 7<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.