

# Invest Leadership Initiative Inc

Executive Director / CEO

EIN 472672176

FL · NTEE X90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Duke Matlock, Executive Director / CEO** (\$150,940) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

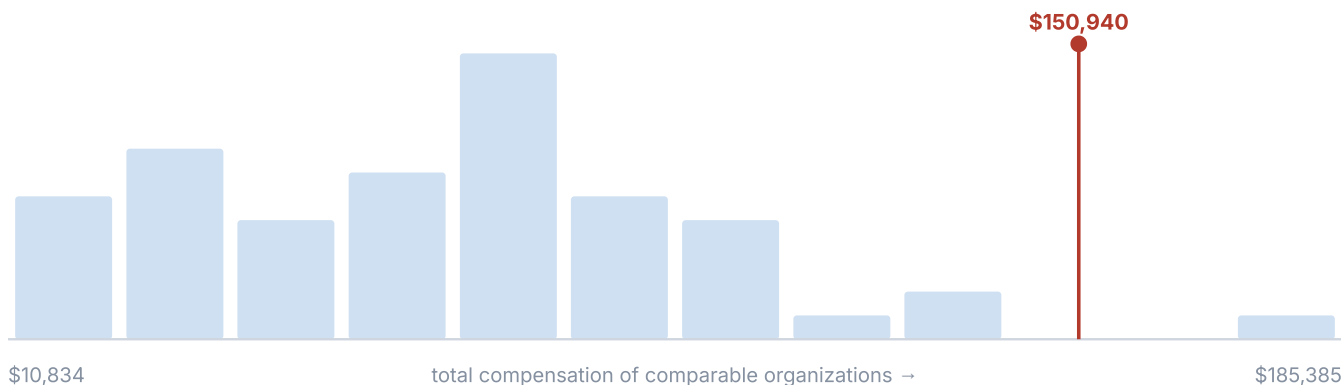
**Benchmarked executive:** Duke Matlock — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X90).
BUDGET	Total revenue between \$186,715 and \$418,020 — 0.67x to 1.50x the subject's \$278,680 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X90), nationwide + budget 0.67–1.5x revenue.

**53** organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$24,096	\$38,370	\$69,780	\$89,226	\$107,134	<b>\$150,940</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 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="#">Mechanics Of Faith</a>	VA	\$281,035	Executive Director	\$42,000	<b>\$43,168</b>	2024
<a href="#">Ministry Of Outreach To Slavic Tribes</a>	SC	\$273,936	President	\$9,756	<b>\$10,834</b>	2024
<a href="#">Blind Faith Ministries Inc</a>	WV	\$284,314	President	\$24,000	<b>\$28,479</b>	2023
<a href="#">Goodcities</a>	MN	\$284,677	President And Ceo	\$96,200	<b>\$104,174</b>	2023
<a href="#">Cornerstone Community Ministries</a>	PA	\$286,154	Executive Di	\$74,000	<b>\$78,554</b>	2024
<a href="#">Steve Hemphill Ministries Inc</a>	TX	\$262,415	Ceo\director	\$35,000	<b>\$38,370</b>	2023
<a href="#">World Christian Leadership Conference</a>	IL	\$258,948	Chairman And President	\$12,000	<b>\$12,558</b>	2024
<a href="#">Interfaith Council Of Alameda County</a>	CA	\$257,134	President	\$49,365	<b>\$46,716</b>	2023
<a href="#">Downtown Ministries Inc</a>	PA	\$301,979	President	\$20,266	<b>\$21,513</b>	2024
<a href="#">Micah Center</a>	MI	\$303,282	Director	\$85,000	<b>\$96,151</b>	2023
<a href="#">Light Of The World Prayer Center</a>	WA	\$253,280	Executive Director	\$91,700	<b>\$87,394</b>	2024
<a href="#">Reverent Rhythms</a>	CO	\$251,578	Founder/dire	\$28,991	<b>\$29,591</b>	2024
<a href="#">Alliance Network</a>	PA	\$306,343	Chairman	\$59,178	<b>\$64,675</b>	2023
<a href="#">Touch Of Fire Ministries Inc</a>	FL	\$310,699	President/chairman	\$90,048	<b>\$90,048</b>	2024
<a href="#">Faith In Action Of The Greater Kanawha Valley Inc</a>	WV	\$244,201	Executive Director	\$56,128	<b>\$64,691</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Family Promise Of Great Falls</a>	MT	\$314,498	Executive Director	\$62,400	<b>\$71,601</b>	2024
<a href="#">Christian Campus Fellowship At Uga</a>	GA	\$316,402	Director	\$49,718	<b>\$53,214</b>	2024
<a href="#">Club 180 Inc</a>	KY	\$240,886	President	\$26,000	<b>\$29,735</b>	2024
<a href="#">Truth Is One Interfaith Church Inc</a>	NC	\$316,502	President	\$72,000	<b>\$79,192</b>	2024
<a href="#">David Chung Ministries International</a>	WA	\$316,627	President	\$15,500	<b>\$15,209</b>	2023
<a href="#">Northside Outreach Center Inc</a>	VA	\$240,404	Executive Di	\$66,153	<b>\$66,240</b>	2025
<a href="#">Amazon Basin Ministries Inc</a>	TX	\$239,014	Executive Director, Co-founder	\$52,000	<b>\$57,006</b>	2023
<a href="#">African Leadership Development</a>	ID	\$320,946	Executive Director	\$89,177	<b>\$100,983</b>	2024
<a href="#">Wyandotte County Justice Ministry Organization</a>	KS	\$322,575	Executive Director	\$60,678	<b>\$69,780</b>	2024
<a href="#">Lancaster County Interfaith Justice Organization</a>	NE	\$234,408	Lead Organizer	\$81,795	<b>\$93,648</b>	2024

**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 **53** organizations. Compensation range \$10,834–\$185,385; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$278,680); for reference, expenses \$291,334 and assets \$61,684.
ROLE MATCH	Duke Matlock, reported title " <i>PRESIDENT</i> ", 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.
OUTLIERS	1 peer 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	98 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	98 <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 (Duke Matlock) 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 53 similarly situated organizations (Same NTEE sector (X90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$150,940 is reasonable (approximately the 98<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.