

Deeper Life Church Inc

Executive Director / CEO

EIN 521910550
 MD · NTEE X20Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Aubrey Harley, Executive Director / CEO** (\$197,644) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

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

How comparable organizations were selected

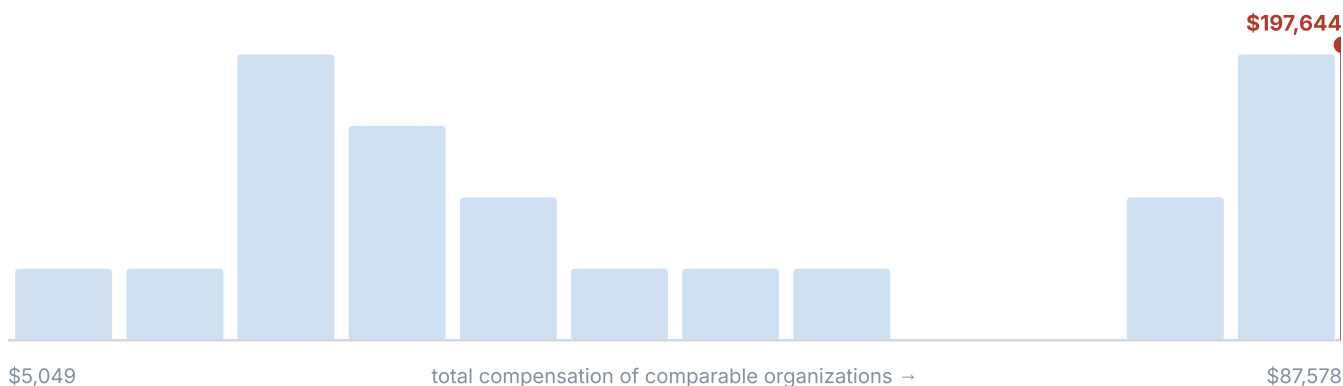
SECTOR Organizations sharing the subject's NTEE classification (X20Z).

BUDGET Total revenue between \$156,095 and \$349,468 — 0.67x to 1.50x the subject's \$232,979 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20) + MD + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,872	\$24,067	\$33,406	\$75,026	\$83,591	\$197,644
----------	----------	----------	----------	----------	-----------



● 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 MD 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
Nacion De Dios Maryland Inc	MD	\$234,847	Pastor	\$26,426	\$26,426	2023
New Hope Ministries Inc	MD	\$228,698	President, Dir	\$23,642	\$23,642	2023
National Hispanic Pastors Alliance	MD	\$238,025	President	\$83,895	\$81,488	2024
Baltimore International Seafarers Center	MD	\$245,112	Executive Director	\$88,588	\$86,046	2024
Cry Of Deliverance Inc	MD	\$245,364	Secretary/treasurer	\$5,198	\$5,049	2024
Interim Ministry Network Inc	MD	\$248,596	Executive Director	\$79,061	\$76,793	2024
Iglesia Pentecostal Unida Hispana De Salisbury Inc	MD	\$215,151	President	\$20,000	\$20,000	2023
Omega Fire Ministries Maryland	MD	\$251,435	President	\$58,000	\$56,336	2024
Love In The Name Of Christ Montgomery County Inc	MD	\$251,741	Exec Director And President	\$92,550	\$87,578	2025
Iglesia Apostoles Y Profetas Monte Los Olivos	MD	\$254,075	2304 Fordham Street Hyattsville, Md 20783	\$19,277	\$18,724	2024
Iglesia Biblica Peniel	MD	\$210,356	Pastor	\$41,283	\$40,099	2024
Solomons Porch Worship Center	MD	\$259,584	Employee-internal Auditor And Acc	\$33,350	\$33,350	2023
Sparrow Ministries Inc	MD	\$199,352	Co-executive Director	\$85,779	\$83,318	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Briggs Center For Faith And Action	MD	\$187,981	Executive Director	\$30,000	\$30,000	2023
Ethiopian Orthodox Tewahedo Debre Berhan Holy Trinity Church	MD	\$187,597	Pastor	\$21,600	\$21,600	2023
Model City Church Inc	MD	\$284,195	Senior Pastor	\$24,208	\$24,208	2023
Women Of Valor Ministries Inc	MD	\$162,907	Executive Director	\$33,461	\$33,461	2023
Poiema Movement Inc	MD	\$323,968	Executive Di	\$26,553	\$26,553	2023
Iglesia Cristiana Canaan Defensores	MD	\$332,715	President	\$76,636	\$74,437	2024
Liberty Grace Of God	MD	\$334,444	Senior Pastor	\$49,400	\$49,400	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	20 organizations. Compensation range \$5,049–\$87,578; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$232,979); for reference, expenses \$225,014 and assets \$5,411.
ROLE MATCH	Aubrey Harley, reported title " <i>BISHOP</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.
RELATED-ORG PAY	1 peer 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 th

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 (Aubrey Harley) 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 20 similarly situated organizations (Same NTEE sector (X20) + MD + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$197,644 is reasonable (approximately the 100th 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.