

# Philadelphia Bible Institute College & Seminary In

Executive Director / CEO

EIN 521979534

MD · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dr Mildred Herring, Executive Director / CEO** (\$500) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Dr Mildred Herring — 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 (X20).

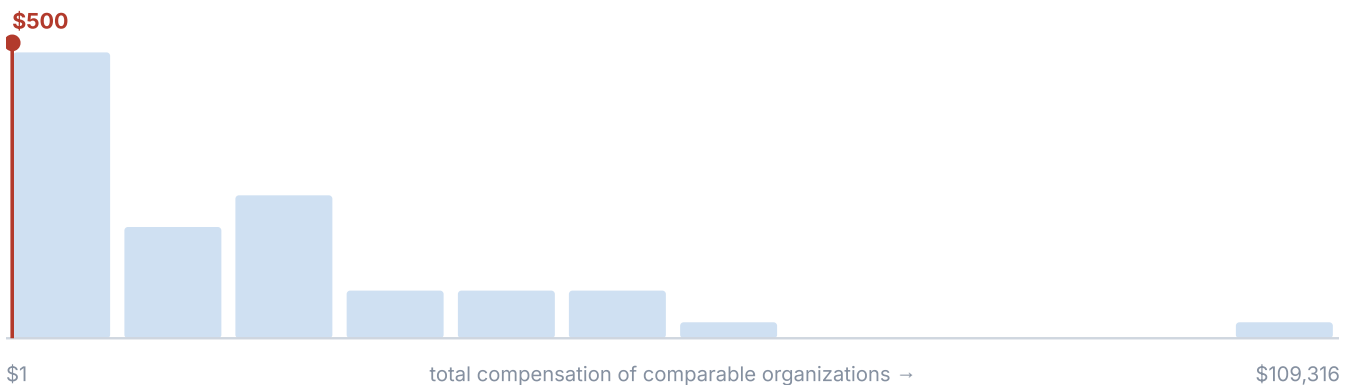
**BUDGET** Total revenue between \$26,264 and \$58,800 — 0.67x to 1.50x the subject's \$39,200 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

**45** organizations qualified on sector, size, and geography

→ **45** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$1,395</b> 10TH	<b>\$5,345</b> 25TH	<b>\$14,731</b> MEDIAN	<b>\$27,155</b> 75TH	<b>\$45,394</b> 90TH	<b>\$500</b> THIS ORG · 4TH
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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 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
<a href="#">John C Vaughn Evangelistic</a>	SC	\$39,105	Director	\$4,150	<b>\$4,631</b>	2024
<a href="#">Jesus Is Enough Corp</a>	ID	\$39,825	Secretary	\$8,732	<b>\$9,936</b>	2024
<a href="#">Apostle Born Ministries Inc</a>	TX	\$39,874	President	\$102,168	<b>\$109,316</b>	2024
<a href="#">Land In Between Ministry</a>	VA	\$38,457	Officer	\$57,300	<b>\$59,178</b>	2024
<a href="#">Rex And Lois Burgher Ministries Inc</a>	PA	\$40,158	President	\$14,950	<b>\$16,418</b>	2023
<a href="#">The Living Truth Holiness Church Of God Inc</a>	NJ	\$37,873	President	\$3,500	<b>\$3,343</b>	2024
<a href="#">Angel Rock Charities</a>	LA	\$37,662	President	\$27,500	<b>\$33,346</b>	2023
<a href="#">Livingwaterinme Ministries</a>	CA	\$41,270	Secretary	\$1,000	<b>\$951</b>	2023
<a href="#">Dueitt Ministries Inc</a>	TX	\$41,571	President	\$18,000	<b>\$19,259</b>	2024
<a href="#">House Of Hope Church</a>	CA	\$36,386	Ceo	\$1	<b>\$1</b>	2024
<a href="#">Amazing Vision Gospel Ministry</a>	CA	\$42,256	Ceo	\$42,000	<b>\$38,792</b>	2024
<a href="#">New Mexico Family Action Foundation</a>	NM	\$36,067	Executive Dir.	\$36,000	<b>\$41,416</b>	2024
<a href="#">Le Rucher Mercy Ministries</a>	WA	\$42,380	Secretary	\$30,721	<b>\$30,288</b>	2023
<a href="#">New Generation Apostolic Holiness</a>	FL	\$34,782	President	\$13,570	<b>\$13,636</b>	2024
<a href="#">Compass Coach And Consulting</a>	SC	\$43,628	Director	\$46,800	<b>\$53,765</b>	2023
<a href="#">Fruit Bearing Ministries Of Durham</a>	NC	\$44,247	President/se	\$5,000	<b>\$5,526</b>	2024
<a href="#">Masters Harvest</a>	TX	\$44,687	President	\$22,770	<b>\$25,083</b>	2023
<a href="#">The Edge Ministries Inc</a>	IL	\$45,523	Manager	\$7,090	<b>\$7,456</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Institute For Christian Renewal</a>	NH	\$32,774	Executive Director	\$21,000	<b>\$20,741</b>	2024
<a href="#">Calvary Chapel Santa Paula</a>	CA	\$45,689	President	\$29,400	<b>\$27,155</b>	2024
<a href="#">Greater Tree Of Life Missionary Baptist Church</a>	MI	\$46,385	Pastor	\$17,650	<b>\$20,061</b>	2023
<a href="#">Bozrah International Ministries Inc</a>	CT	\$46,666	Executive Director	\$1,020	<b>\$1,053</b>	2023
<a href="#">Teach All Nations Inc</a>	PA	\$46,687	President	\$898	<b>\$958</b>	2024
<a href="#">The Genevan Institute For Reformed Studies Inc</a>	FL	\$31,588	Ceo	\$8,000	<b>\$8,039</b>	2024
<a href="#">Kings Way Center For World Mission Inc</a>	TX	\$31,342	Secretary	\$18,000	<b>\$19,828</b>	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 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	45 organizations. Compensation range \$1–\$109,316; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$39,200); for reference, expenses \$39,824 and assets \$254,174.
ROLE MATCH	Dr Mildred Herring, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	13 <sup>th</sup>
All sources (D + E + F), adjusted	4 <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 (Dr Mildred Herring) 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 45 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$500 is reasonable (approximately the 4<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.