

International Prayer Ministries Inc

Executive Director / CEO

EIN 581688880
 MO · NTEE X21Z
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Glenn Sheppard, Executive Director / CEO** (\$73,870) against **every comparable organization** that fit the selection criteria — **262** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

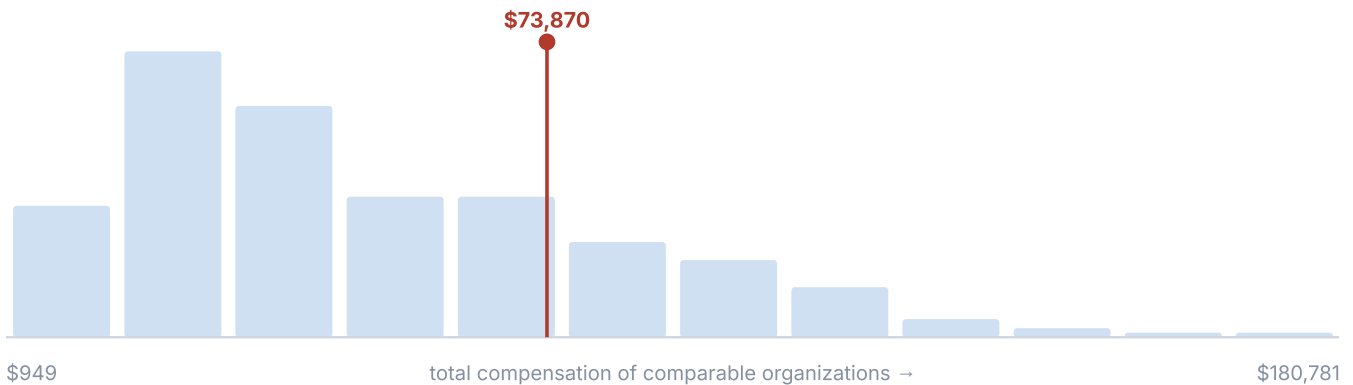
Benchmarked executive: Glenn Sheppard — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21Z).
BUDGET	Total revenue between \$131,910 and \$295,321 — 0.67x to 1.50x the subject's \$196,881 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

262 organizations qualified on sector, size, and geography → **262** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,735	\$24,783	\$41,457	\$70,237	\$101,855	\$73,870
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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 MO 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
Lutheran Ministry Services Northwest	WA	\$196,876	Ex Dir	\$35,000	\$28,823	2025
Berlin Ministries International	SC	\$197,173	Ministry Assistant	\$46,000	\$45,309	2024
Iglesia Pentecostal Unida Hispana	NY	\$197,799	Pastor	\$20,800	\$17,746	2024
Haitian Pentecostal Church And Home Of Hope World Wide	NJ	\$195,893	President/youth Program Director/trustee	\$28,550	\$24,778	2023
All About Him Ministries Inc	SC	\$195,832	Director	\$24,000	\$23,639	2024
Smoky Mountain Resort Ministries Inc	TN	\$198,233	Executive Director	\$50,000	\$51,087	2023
Grateful Fellowship Community	TX	\$195,344	Office Manager	\$78,000	\$75,843	2023
Ministerio Los Milagros De Jesus Inc	MA	\$198,579	President	\$24,000	\$20,362	2024
Sonlife Classic Nfp	IL	\$194,957	Executive Director	\$21,108	\$19,593	2024
Westminster Christian Fellowship Inc	GA	\$194,936	Director	\$124,158	\$121,348	2023
Love In The Name Of Christ Of Cowlitz County	WA	\$199,296	Director	\$55,250	\$48,083	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shine School Partnership	NM	\$194,319	Executive Director (Stepped Down March 2023) And Became Board Member	\$31,083	\$32,497	2023
St Paul Missionary Baptist Church	TX	\$194,151	Clerk	\$15,424	\$14,567	2024
Faith Memorial Church Inc	TN	\$200,131	Pastor	\$64,386	\$65,786	2023
Joe Mcgee Ministries Inc	OK	\$200,643	President	\$56,975	\$59,233	2024
David Bibey Ministries	NC	\$200,645	President	\$29,450	\$28,730	2024
Tranformation Of The Nations	OR	\$200,910	President	\$93,576	\$84,470	2023
Wesley Putnam Ministries	TX	\$192,585	Pres/exec.di	\$160,674	\$151,748	2024
Honornet Inc	OK	\$192,298	President	\$57,500	\$59,779	2024
Adelphos - Usa	IL	\$202,166	General Director	\$24,000	\$21,702	2025
Christ Fellowship Church Of God In Christ Inc	FL	\$191,246	Director/sr. Pastor	\$20,231	\$17,944	2024
Sanctuary Of Living Waters Inc	FL	\$191,007	President	\$12,455	\$11,047	2024
Background Mission Partners	VA	\$202,922	President And Executive Director	\$89,774	\$81,840	2024
Grand Rapids Initiative For Leaders	MI	\$202,933	Ceo	\$58,500	\$57,010	2024
Family Builders Ministries	NH	\$203,461	Executive Director	\$65,848	\$57,406	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	262 organizations. Compensation range \$949–\$180,781; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$196,881); for reference, expenses \$182,188 and assets \$26,675.
ROLE MATCH	Glenn Sheppard, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	77 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	76 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 (Glenn Sheppard) 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 10, 2026, comparing compensation against 262 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,870 is reasonable (approximately the 77th 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 10, 2026.