

# Ron Herrod Evangelistic Ministry Association

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Emily Herrod, Executive Director / CEO** (\$67,404) against **every comparable organization** that fit the selection criteria — **94** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Emily Herrod — reported title “BOARD MEMBER”, 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 (X21).

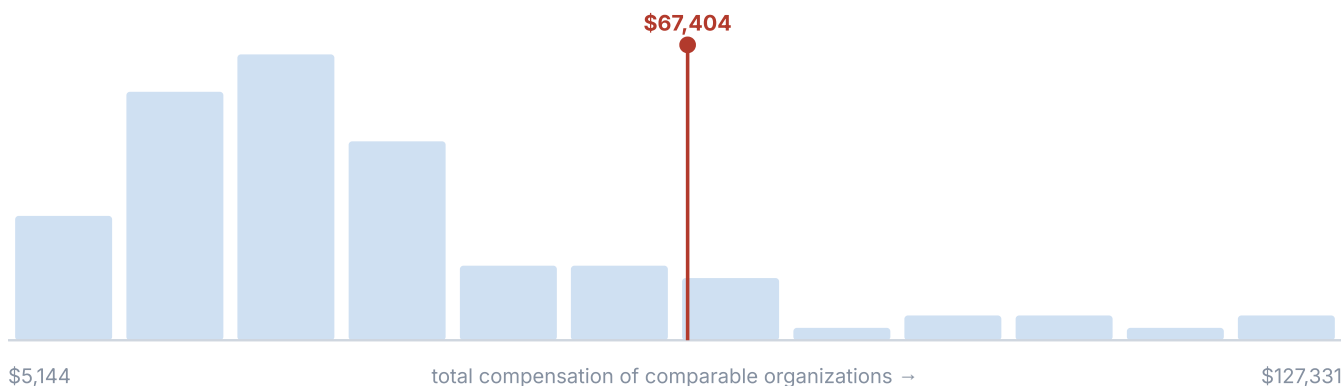
**BUDGET** Total revenue between \$78,942 and \$176,737 — 0.67x to 1.50x the subject's \$117,825 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

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

→ **94** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,449	\$20,752	\$31,955	\$47,147	\$73,352	\$67,404
----------	----------	----------	----------	----------	----------



## ● 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 TN 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="#">Sylvan Nook Church Of Christ</a>	IN	\$118,134	Secretary And Minister	\$65,385	<b>\$65,598</b>	2023
<a href="#">Joyous Community Church</a>	CA	\$116,726	Ceo	\$40,000	<b>\$31,917</b>	2024
<a href="#">Greater Beaver Meadow Mb Church</a>	MS	\$115,698	Pastor Ceo	\$38,213	<b>\$40,489</b>	2023
<a href="#">Slavic Baptist Mission Incorporated</a>	IN	\$114,065	President	\$46,750	<b>\$45,557</b>	2024
<a href="#">Kevin Derryberry Ministries Inc</a>	AL	\$121,704	President	\$33,000	<b>\$32,943</b>	2024
<a href="#">Christ The Reconciler Inc</a>	TX	\$121,769	President	\$16,500	<b>\$15,252</b>	2024
<a href="#">Chris Miller Ministries Inc</a>	TN	\$122,300	President	\$43,200	<b>\$41,961</b>	2024
<a href="#">Share Ministries Inc</a>	TX	\$122,374	Executive Director	\$9,600	<b>\$8,874</b>	2024
<a href="#">Shepherds Staff Christian Counseling Center Inc</a>	UT	\$112,500	Clinician/clinical Director	\$125,208	<b>\$118,416</b>	2024
<a href="#">Kingdom Ambassadors Church Inc</a>	NJ	\$112,299	President	\$14,020	<b>\$11,567</b>	2024
<a href="#">Trinity Christian Fellowship Inc</a>	KY	\$111,710	Pastor	\$48,893	<b>\$48,540</b>	2024
<a href="#">Tc4 Inc</a>	NY	\$124,592	President	\$22,200	<b>\$18,537</b>	2024
<a href="#">Baptist Youth Mission</a>	WY	\$124,799	President	\$26,400	<b>\$26,894</b>	2023
<a href="#">Warren Christian Apologetics Center</a>	WV	\$110,606	President	\$28,800	<b>\$29,666</b>	2023
<a href="#">Great Grace Ministries Inc</a>	ID	\$125,155	President	\$52,949	<b>\$52,049</b>	2024
<a href="#">Jamie Carte Ministries Inc</a>	WV	\$110,450	Member	\$21,056	<b>\$21,689</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Journey Church Inc</a>	MN	\$125,278	President	\$40,300	<b>\$37,884</b>	2023
<a href="#">Truth Alive Ministries</a>	MI	\$126,272	Director	\$40,530	<b>\$39,799</b>	2023
<a href="#">Middle Eastern Missionary Organization</a>	OR	\$127,137	Exec Director/president	\$56,400	<b>\$48,399</b>	2024
<a href="#">Leadership Connection Inc</a>	MA	\$107,941	President	\$80,664	<b>\$66,981</b>	2024
<a href="#">Centro Cristiano Familia De Fe Inc</a>	NY	\$128,247	Pastor President	\$23,598	<b>\$19,704</b>	2024
<a href="#">Ken Petty Ministries</a>	IL	\$129,539	President	\$10,792	<b>\$9,804</b>	2024
<a href="#">Worship Jesus Fellowship Inc</a>	FL	\$129,556	Pastor	\$35,157	<b>\$31,421</b>	2023
<a href="#">Holy Synod Of Saint Athanasius</a>	PA	\$104,400	Officer	\$17,400	<b>\$16,034</b>	2024
<a href="#">Iglesia Cristiana Vida Nueva Of Aus</a>	TX	\$131,273	President	\$20,972	<b>\$19,385</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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** 94 organizations. Compensation range \$5,144–\$127,331; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$117,825); for reference, expenses \$290,767 and assets \$446,483. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Emily Herrod, reported title "*BOARD MEMBER*", 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	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	86 <sup>th</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	86 <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 (Emily Herrod) 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 94 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,404 is reasonable (approximately the 87<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.