

Jwb Ministries Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **John W Bosman, Executive Director / CEO** (\$42,789) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

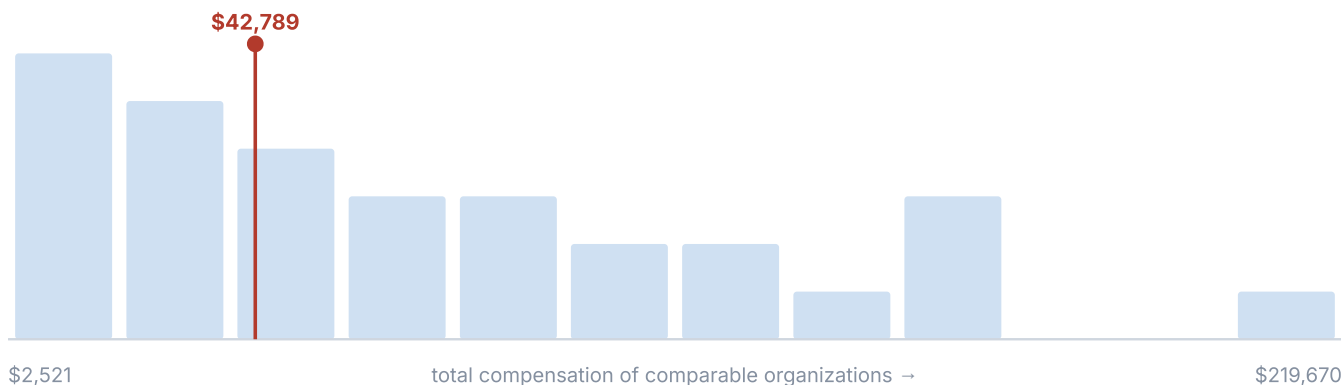
Benchmarked executive: John W Bosman — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$154,516 and \$345,931 — 0.67x to 1.50x the subject's \$230,621 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21) + TX + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,530	\$32,594	\$56,250	\$105,296	\$148,173	\$42,789
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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 TX 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
Grace Line Inc	TX	\$227,973	President	\$108,944	\$105,818	2024
Remnant Ministries	TX	\$237,681	President	\$151,647	\$147,296	2024
The Spirit Of Elijah Ministries International	TX	\$222,082	Executive Director	\$133,883	\$130,042	2024
Bridge Ministries Of Laredo Inc	TX	\$240,478	President	\$34,800	\$34,800	2023
Danny Hubbell Evangelistic Min	TX	\$240,985	President	\$90,000	\$87,418	2024
Legacy Ministries Of El Paso Inc	TX	\$218,882	Director	\$69,745	\$72,604	2022
New Life International Christian	TX	\$215,901	President	\$73,872	\$73,872	2023
Masters Arrow Ministries Inc	TX	\$215,526	President/ex	\$2,521	\$2,521	2023
Mosaic Vision Ministries Inc	TX	\$215,498	President	\$5,000	\$4,857	2024
Hope Is On The Rise	TX	\$215,222	Pastor	\$30,983	\$34,836	2021
James Rackley Ministries Inc	TX	\$214,234	President	\$52,500	\$52,500	2023
Mision De Candelilla	TX	\$248,988	Executive Dir.	\$24,760	\$24,050	2024
International Association Of Baptist Colleges And Universities	TX	\$206,826	Executive Secretary	\$48,750	\$47,351	2024
Mission Alive	TX	\$256,076	Executive Director	\$106,795	\$103,731	2024
Iconnect International	TX	\$204,266	Ceo	\$42,000	\$42,000	2023
Grateful Fellowship Community	TX	\$195,344	Office Manager	\$78,000	\$78,000	2023
St Paul Missionary Baptist Church	TX	\$194,151	Clerk	\$15,424	\$14,981	2024
Wesley Putnam Ministries	TX	\$192,585	Pres/exec.di	\$160,674	\$156,064	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Glory International	TX	\$272,043	President	\$124,134	\$120,573	2024
Love Worth Sharing Evangelistic Ministries Inc	TX	\$278,439	President	\$11,490	\$11,160	2024
Igniting Prayer Action	TX	\$282,020	President	\$120,000	\$116,557	2024
Uk Usa Ministries	TX	\$163,586	Director	\$21,000	\$20,398	2024
Laymans Retreat At Round Top	TX	\$306,714	Foreman	\$40,000	\$37,851	2025
Logos Leaders Outreach	TX	\$307,823	Executive Director	\$219,670	\$219,670	2023
Cowboy-up International Inc	TX	\$309,598	President/ce	\$32,800	\$31,859	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	30 organizations. Compensation range \$2,521–\$219,670; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$230,621); for reference, expenses \$241,806 and assets \$536,052.
ROLE MATCH	John W Bosman, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	43 rd
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	43 rd

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 (John W Bosman) 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 30 similarly situated organizations (Same NTEE sector (X21) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,789 is reasonable (approximately the 43rd 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.