

# Solid Rock Baptist Church

Executive Director / CEO

EIN 730811502

DE · NTEE X21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **William Grimes, Executive Director / CEO** (\$29,323) against **every comparable organization** that fit the selection criteria — **246** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28<sup>th</sup>** percentile of comparable organizations within the typical range

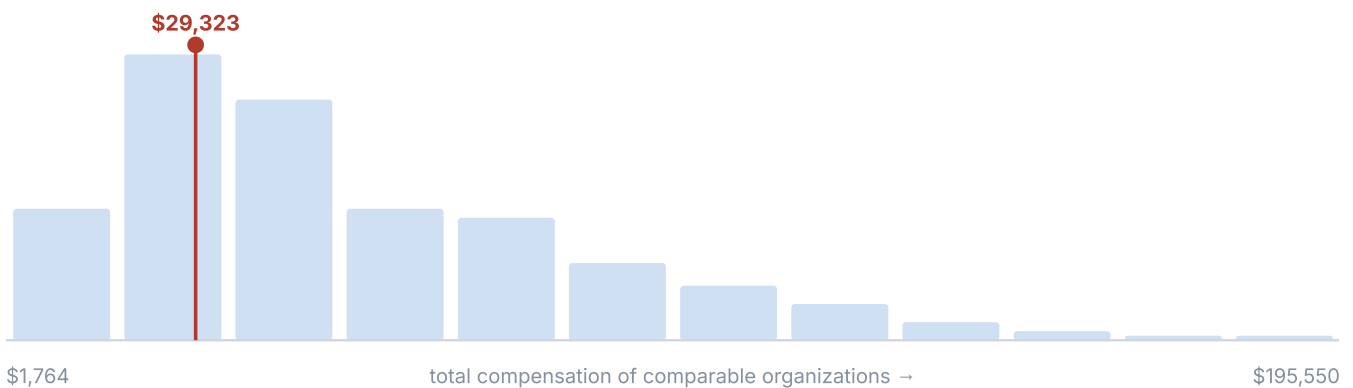
**Benchmarked executive:** William Grimes — reported title "PASTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$121,574 and \$272,181 — 0.67x to 1.50x the subject's \$181,454 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

**246** organizations qualified on sector, size, and geography → **246** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,732	\$26,807	\$43,357	\$71,560	\$107,801	\$29,323
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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 DE 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="#">Compassion Bridges</a>	CA	\$181,423	President	\$34,600	<b>\$31,414</b>	2023
<a href="#">Touch The World Ministries Inc</a>	NC	\$181,906	Accountant/bookkeeper	\$23,121	<b>\$25,119</b>	2023
<a href="#">United Christian Ministires Inc</a>	MS	\$180,898	President	\$48,887	<b>\$55,607</b>	2024
<a href="#">Freedom For Appalachia Community Development Organization</a>	OH	\$182,171	President	\$40,103	<b>\$43,379</b>	2024
<a href="#">Operation Transformation</a>	MI	\$179,261	Exec Director	\$64,751	<b>\$68,257</b>	2024
<a href="#">Supreme Task International Inc</a>	GA	\$184,534	President & Ceo	\$102,479	<b>\$108,343</b>	2023
<a href="#">Greenwood Ministries Association</a>	MI	\$177,975	Camp Director	\$29,000	<b>\$31,473</b>	2023
<a href="#">Young's Chapel Missionary Baptist</a>	GA	\$177,843	Pastor	\$26,121	<b>\$26,823</b>	2024
<a href="#">Freedom Fellowship Inc</a>	WI	\$177,390	Pres/director/pastor/secretary	\$51,000	<b>\$56,003</b>	2023
<a href="#">Milwaukee Innercity Congregations</a>	WI	\$177,134	Executive Director/lead Or	\$63,168	<b>\$69,365</b>	2023
<a href="#">La Prayer Mountain</a>	CA	\$177,081	Secretary	\$9,000	<b>\$7,937</b>	2024
<a href="#">Kingdom Life Ministries</a>	CO	\$175,984	President	\$105,122	<b>\$102,945</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">International</a>						
<a href="#">Abundance Of Life Temple Ministries</a>	LA	\$175,559	Secretary/treasurer	\$18,550	<b>\$20,861</b>	2024
<a href="#">Whetstone Ministries Ron Fuhrman</a>	AR	\$175,318	Director	\$20,800	<b>\$23,878</b>	2024
<a href="#">Arthur Blessitt Evangelistic</a>	CO	\$188,699	President	\$36,000	<b>\$36,295</b>	2023
<a href="#">Life Out Of Death Ministries Inc</a>	NC	\$188,864	President	\$66,000	<b>\$69,647</b>	2024
<a href="#">Grace Haven Baptist Fellowship Inc</a>	NC	\$189,012	Director/staff	\$34,116	<b>\$37,065</b>	2023
<a href="#">Grace &amp; Truth Fellowship Church Inc</a>	IN	\$189,248	President	\$25,992	<b>\$28,821</b>	2023
<a href="#">Soul Purpose Ministries</a>	MN	\$173,385	Director	\$30,000	<b>\$30,274</b>	2024
<a href="#">Sierra Vista Bethel Church</a>	AZ	\$172,154	Pastor	\$78,907	<b>\$77,502</b>	2024
<a href="#">Sanctuary Of Living Waters Inc</a>	FL	\$191,007	President	\$12,455	<b>\$11,950</b>	2024
<a href="#">Christ Fellowship Church Of God In Christ Inc</a>	FL	\$191,246	Director/sr. Pastor	\$20,231	<b>\$19,410</b>	2024
<a href="#">China Services Ventures</a>	MN	\$171,022	Executive Director	\$52,000	<b>\$52,476</b>	2024
<a href="#">One King Inc</a>	MO	\$170,845	President & Director	\$113,214	<b>\$122,464</b>	2024
<a href="#">The Schermerhorn Foundation</a>	NY	\$170,789	President	\$9,500	<b>\$9,027</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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	246 organizations. Compensation range \$1,764–\$195,550; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$181,454); for reference, expenses \$166,206 and assets \$635,899.
ROLE MATCH	William Grimes, reported title "PASTOR", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	28 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	29 <sup>th</sup>
Reportable pay only (column D), adjusted	34 <sup>th</sup>
All sources (D + E + F), adjusted	27 <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 (William Grimes) 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 246 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,323 is reasonable (approximately the 28<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.