

Fullness Of Glory Ministries

Executive Director / CEO

EIN 752718691

TX · NTEE X20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Sharon Bholan, Executive Director / CEO** (\$116,574) against **every comparable organization** that fit the selection criteria — **137** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

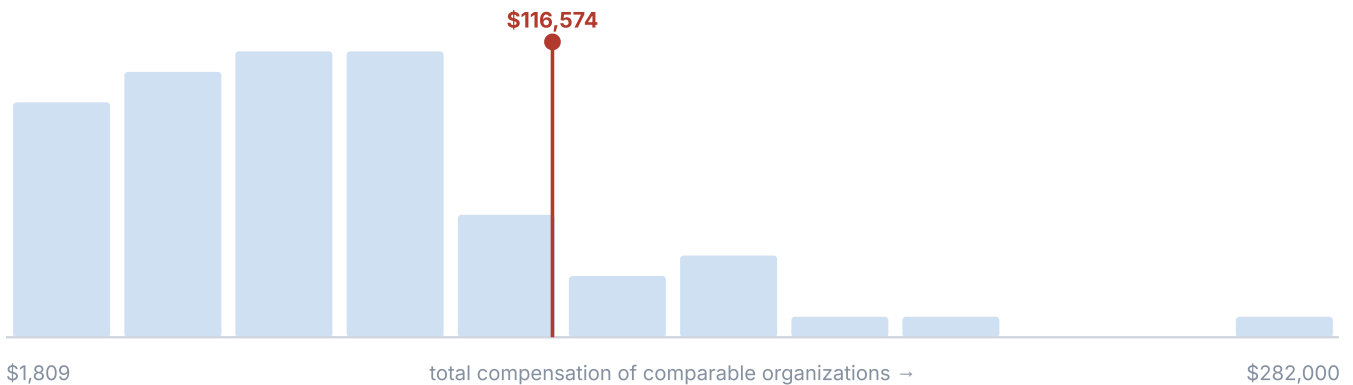
Benchmarked executive: Sharon Bholan — reported title “PRESIDENT/DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$176,532 and \$395,221 — 0.67x to 1.50x the subject's \$263,481 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

137 organizations qualified on sector, size, and geography → **137** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,922	\$34,200	\$61,500	\$91,572	\$141,034	\$116,574
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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
Worklife Ministry Inc	TX	\$263,832	President & Ceo	\$80,444	\$80,444	2024
Rehoboth Ministries International Inc	TX	\$262,775	Vice-president	\$23,271	\$23,958	2023
The God Of Hope Ministries	TX	\$262,689	President Chaplain	\$97,350	\$100,225	2023
Association Of Hill Country	TX	\$261,799	Executive Di	\$30,772	\$29,979	2025
Forge Room Foundation	TX	\$260,498	Ceo	\$162,395	\$162,395	2024
Love The Hub Inc	TX	\$260,307	Executive Di	\$65,000	\$65,000	2024
Whitefield Project	TX	\$259,137	Director	\$139,542	\$143,664	2023
Fellowship Church Of Texas	TX	\$258,693	Pastor	\$85,550	\$85,550	2024
Known Network	TX	\$269,184	Global Field Director	\$25,609	\$25,609	2024
Team Xtreme International	TX	\$269,728	President	\$38,121	\$39,247	2023
Make Impact Right Away Corp	TX	\$256,671	Coo	\$84,002	\$86,483	2023
David Corn Ministries	TX	\$270,948	President, Evangelist, Youth Speaker	\$59,992	\$61,764	2023
Ronnie Hill Ministries	TX	\$254,218	President	\$187,779	\$193,325	2023
Troops Of Saint George	TX	\$273,041	Executive Administrator	\$33,750	\$33,750	2024
Csj Ministries Inc	TX	\$273,373	President	\$20,000	\$20,000	2024
Call Sign Victor	TX	\$274,201	Executive Director	\$62,886	\$62,886	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Youth With A Mission South Dallas	TX	\$275,749	President	\$47,881	\$47,881	2024
Breath Of The Spirit Ministriesinc	TX	\$251,113	President	\$150,000	\$154,431	2023
Iglesia Cristiana Shekinah	TX	\$276,487	Lead Pastor	\$5,743	\$6,155	2022
Shalom Of Texas Ministries	TX	\$277,641	President	\$121,000	\$121,000	2024
Rest Yourself Family Ministries	TX	\$278,663	Program Director	\$61,500	\$61,500	2024
Revival Mandate International	TX	\$248,144	Executive Dir.	\$119,055	\$119,055	2024
Cic Mission Inc	TX	\$247,792	President	\$75,633	\$75,633	2024
Power To Live Center	TX	\$247,495	Executive Dir.	\$54,721	\$54,721	2024
Bethel Mission Inc	TX	\$281,163	Officer	\$23,850	\$23,850	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 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 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	137 organizations. Compensation range \$1,809–\$282,000; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$263,481); for reference, expenses \$274,778 and assets \$19,412.
ROLE MATCH	Sharon Bholan, reported title " <i>PRESIDENT/DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	5 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	85 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	85 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 (Sharon Bholan) 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 137 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$116,574 is reasonable (approximately the 85th 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.