

Baptist Community Affordable

Executive Director / CEO

EIN 752772639
 TX · NTEE Y300
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Stephen Dalrymple, Executive Director / CEO** (\$82,877) against **every comparable organization** that fit the selection criteria — **186** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

Benchmarked executive: Stephen Dalrymple — reported title “HPCMF PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Y300).
BUDGET	Total revenue between \$217,911 and \$487,861 — 0.67x to 1.50x the subject's \$325,241 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue.

186 organizations qualified on sector, size, and geography → **186** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,376	\$4,235	\$15,993	\$41,693	\$82,233	\$82,877
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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
Rosemount Fire Relief Association	MN	\$324,775	President	\$800	\$790	2024
Ichabod Crane Teachers Association	NY	\$325,866	Membership/benefits Coordinator	\$1,584	\$1,473	2023
Sunnyside Cemetery Association	WI	\$324,596	Trustee/sexton	\$29,837	\$30,348	2025
Mountain Grove Cemetery-easton Inc	CT	\$323,969	Director	\$250	\$241	2023
Benevolent & Protective Order Of Elks	OH	\$321,435	Secretary	\$9,225	\$9,768	2024
Csm George Brodsky Memorial Post 10127	FL	\$320,901	Quartermaster	\$14,400	\$13,523	2024
Kentucky Health Cooperative Inc	VA	\$319,984	Senior Accountant	\$132,055	\$127,465	2024
New Jersey Transit Police Pba	NJ	\$319,188	President	\$4,046	\$3,718	2023
Tri-county Farmers Mutual Ins	MT	\$332,208	President	\$1,600	\$1,724	2024
International Foundation For	IL	\$317,314	Managing Dir	\$133,900	\$131,598	2024
Police Officers Association Of	MI	\$333,252	President	\$45,930	\$47,393	2024
Bpoe Elks Point Pleasant Lodge 1698	NJ	\$316,534	Secretary	\$7,548	\$6,563	2025
Masonic Charity Foundation	NM	\$316,334	Secretary	\$9,062	\$9,744	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oregon State Association Of County	OR	\$316,145	Secretary/tr	\$1,500	\$1,393	2024
Benevolent & Protective Order Of Elks	CA	\$334,385	Secretary	\$750	\$647	2024
Fraternal Order Of Eagles Rapid City 3555	SD	\$334,836	Manager	\$69,640	\$76,833	2024
Upstate Union Health And Welfare Fund	NY	\$335,133	Chairman	\$66,708	\$60,260	2024
Rhoads Mount Mariah Trust	IL	\$335,245	Trustee	\$6,600	\$6,678	2023
Rose Memorial Park Cemetery	LA	\$314,151	General Manager	\$17,107	\$19,387	2023
Putnam Lodge Of Elks #574	CT	\$336,541	Secretary	\$4,000	\$3,653	2025
Durham Firefighters Supplemental Retirement Syste	NC	\$313,714	Treasurer	\$4,548	\$4,577	2025
Sons Of Italy In America	MA	\$313,481	Trustee	\$6,500	\$5,839	2024
Utah Chiefs Of Police Association	UT	\$313,293	Executive Director	\$34,532	\$34,421	2025
Gloucester Lodge No 886 Loyal Order Of The Moose	VA	\$337,711	Administrator	\$19,615	\$18,933	2024
Broadwater-missouri	MT	\$339,212	Secretary	\$12,227	\$13,176	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	186 organizations. Compensation range \$90–\$1,384,642; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$325,241); for reference, expenses \$5,258,378 and assets \$6,232,675. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Stephen Dalrymple, reported title "HPCMF PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	90 th
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Stephen Dalrymple) 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 186 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$82,877 is reasonable (approximately the 90th 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.