

# Free To Be Ministries

Executive Director / CEO

EIN 824003611

OH · NTEE P46

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Leigh-ann Brisbin, Executive Director / CEO** (\$34,077) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43<sup>rd</sup>** percentile of comparable organizations within the typical range

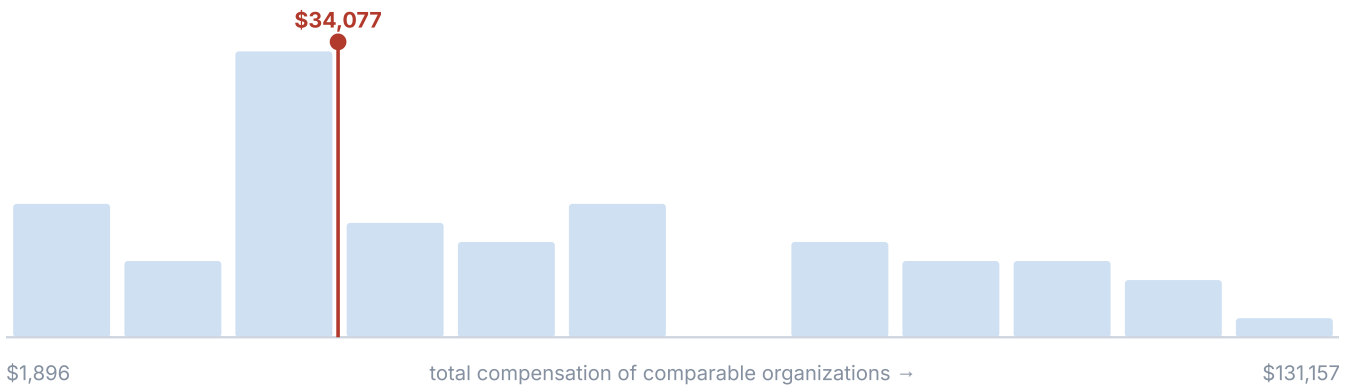
**Benchmarked executive:** Leigh-ann Brisbin — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P46).
BUDGET	Total revenue between \$175,336 and \$392,545 — 0.67x to 1.50x the subject's \$261,697 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P46), nationwide + budget 0.67–1.5x revenue.

**61** organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,601	\$26,631	\$42,160	\$77,947	\$104,529	\$34,077
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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 OH 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="#">Pastoral Care &amp; Counseling Institute</a>	NC	\$262,503	Director	\$27,298	<b>\$26,631</b>	2023
<a href="#">Hope Matters Marriage Ministries</a>	TX	\$263,644	President	\$114,367	<b>\$108,013</b>	2023
<a href="#">Someone To Tell It To Inc</a>	PA	\$265,573	Co-ceo	\$82,127	<b>\$77,326</b>	2023
<a href="#">Teen Hope Of Idaho Inc</a>	ID	\$265,688	Executive Director (June-dec)	\$11,550	<b>\$11,601</b>	2023
<a href="#">Shalveh Inc</a>	NY	\$269,717	Director	\$3,000	<b>\$2,486</b>	2024
<a href="#">Siloam</a>	PA	\$271,663	Executive Di	\$123,735	<b>\$113,159</b>	2024
<a href="#">Dovehouse Ministries</a>	TN	\$251,533	Founding Dir	\$62,956	<b>\$62,480</b>	2023
<a href="#">Restore Ministries Inc</a>	MO	\$273,193	Minister	\$28,196	<b>\$27,387</b>	2024
<a href="#">Mobilepreacherorg Inc</a>	FL	\$249,166	President & Ceo	\$90,600	<b>\$78,053</b>	2024
<a href="#">Christian Psychological Services Of</a>	KS	\$275,098	Executive Dir.	\$30,637	<b>\$30,353</b>	2024
<a href="#">Bridge To Life Ministries</a>	MI	\$278,387	President	\$64,062	<b>\$62,430</b>	2023
<a href="#">Equipping Network</a>	LA	\$278,874	President	\$30,142	<b>\$31,337</b>	2023
<a href="#">Freedom That Lasts Ministries</a>	SC	\$279,515	Executive Director	\$81,473	<b>\$77,947</b>	2024
<a href="#">Illinois Mental Health Counselors Assoc</a>	IL	\$240,710	Executive Director	\$35,100	<b>\$30,830</b>	2025
<a href="#">Worldwide Marriage Encounter Usa</a>	CA	\$239,704	Office Manager	\$74,845	<b>\$59,269</b>	2024
<a href="#">Pastoral Counseling For Denver Inc</a>	CO	\$284,132	Administrative Director	\$31,034	<b>\$27,290</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Newton Pregnancy Resource Center</a>	GA	\$284,362	Executive	\$59,900	<b>\$56,865</b>	2023
<a href="#">Community Counseling Center Inc</a>	CA	\$287,160	Executive Director	\$54,648	<b>\$42,160</b>	2025
<a href="#">Ste Genevieve Area Center For Life</a>	MO	\$288,158	Executive Di	\$53,321	<b>\$53,321</b>	2023
<a href="#">One Voice One Community</a>	PA	\$288,166	Vice Preside	\$35,000	<b>\$32,954</b>	2023
<a href="#">Fuller Life Institute</a>	TX	\$288,769	Board Member	\$30,995	<b>\$28,433</b>	2024
<a href="#">Living Well Inc</a>	OK	\$289,602	Executive Director	\$24,000	<b>\$23,611</b>	2025
<a href="#">Empowered And Dedicated To Edify The</a>	MA	\$231,724	Ceo And Exec Director	\$100,000	<b>\$82,409</b>	2024
<a href="#">Camp Koala</a>	PA	\$292,269	President; Exec Director	\$50,000	<b>\$47,077</b>	2023
<a href="#">Community Grief Support Service</a>	AL	\$230,846	Executive Director - Part Year	\$45,536	<b>\$45,115</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	61 organizations. Compensation range \$1,896–\$131,157; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$261,697); for reference, expenses \$264,550 and assets \$40,281.
ROLE MATCH	Leigh-ann Brisbin, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	36 <sup>th</sup>
Reportable pay only (column D), adjusted	46 <sup>th</sup>
All sources (D + E + F), adjusted	41 <sup>st</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 (Leigh-ann Brisbin) 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 61 similarly situated organizations (Same NTEE sector (P46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,077 is reasonable (approximately the 43<sup>rd</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.