

Baltimore Antioch Leadership Movement

Executive Director / CEO

EIN 831836150
 MD · NTEE X21
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Derek Pulliam, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **312** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

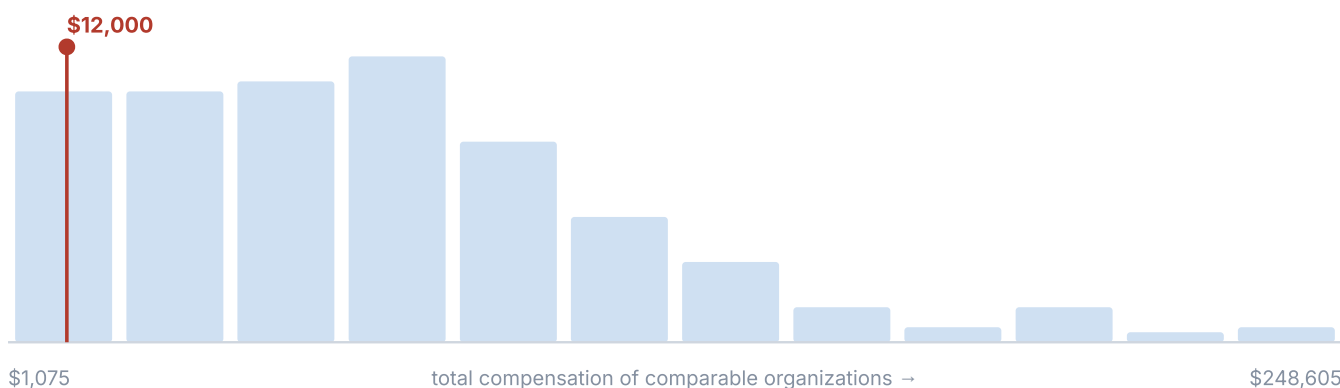
Benchmarked executive: Derek Pulliam — reported title "TREASURY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (X21).
- BUDGET** Total revenue between \$240,648 and \$538,765 — 0.67x to 1.50x the subject's \$359,177 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

312 organizations qualified on sector, size, and geography → **312** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,901	\$33,390	\$65,278	\$93,582	\$132,252	\$12,000
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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 MD 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
Christ Apostolic Church (Cac) Atlant	GA	\$360,100	Pastor	\$118,800	\$131,542	2023
Jim Ryun Ministries Inc	FL	\$357,774	Treasurer	\$93,962	\$94,416	2024
Women At The Well Ministries	TN	\$357,283	President	\$20,085	\$22,582	2024
10m Foundation	MS	\$356,801	President	\$69,381	\$82,653	2024
For Such A Time As This Inc	NC	\$361,589	President	\$150,108	\$165,900	2024
N4 Inc	AL	\$361,981	President	\$9,000	\$10,400	2024
Cedar Rock Ministries Inc	AR	\$362,385	Executive Dir.	\$86,000	\$106,453	2023
Primera Iglesia Pentecostal Roca De Salvacion Inc	NY	\$355,946	President	\$21,000	\$20,297	2024
St John #5 Baptist Church Inc	LA	\$355,651	Executive Director	\$12,396	\$15,031	2023
New Harvest Missions International Inc	FL	\$355,577	President	\$84,000	\$84,406	2024
The Agape Mission Of Bartlesville Inc	OK	\$355,250	President/executive Direct	\$63,100	\$76,515	2023
Federation Of Ministers And Churches Inc	TX	\$363,636	President	\$125,443	\$134,219	2024
Mission Support Network	CA	\$354,618	President	\$75,306	\$71,609	2023
John Murry Evangelistic Association	MO	\$354,485	President	\$9,300	\$10,847	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Twin Oaks Christian Camp And Retreat Center	TX	\$353,881	Executive Director	\$72,038	\$79,355	2023
Gary & Drenda Keesee Ministries	OH	\$352,916	President	\$157,000	\$177,865	2024
Kingdom Conditioning Ministries	CA	\$352,610	President	\$237,414	\$219,281	2024
L2I Inc	GA	\$351,567	Metro Co-director	\$81,894	\$90,678	2023
Hope & Passion Ministries Inc	PA	\$351,182	President Chair Acting Vice Chair	\$114,675	\$122,320	2024
Teen Round Up Inc	AZ	\$367,183	President	\$26,000	\$26,746	2024
Iglesia Luz De Salvacion De Aic Inc	NY	\$367,275	President	\$36,400	\$36,221	2023
Triumphant Living Ministries Inc	TN	\$350,720	President/chairman	\$169,886	\$196,649	2023
Word Alive Ministries	GA	\$350,553	President	\$81,000	\$87,115	2024
Urban Light Christian Development	IN	\$367,827	Executive Di	\$36,000	\$40,607	2024
Everfree Ministries	TX	\$368,000	Ceo	\$179,600	\$192,165	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **312** organizations. Compensation range \$1,075–\$248,605; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$359,177); for reference, expenses \$327,957 and assets \$81,663.
ROLE MATCH	Derek Pulliam, reported title " <i>TREASURY</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	6 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	5 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 (Derek Pulliam) 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 312 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 6th 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.