

Roadrunner World Missions Inc

Executive Director / CEO

EIN 850460792

NM · NTEE X21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rev Babu John, Executive Director / CEO** (\$14,400) against **every comparable organization** that fit the selection criteria — **278** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Rev Babu John — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (X21).

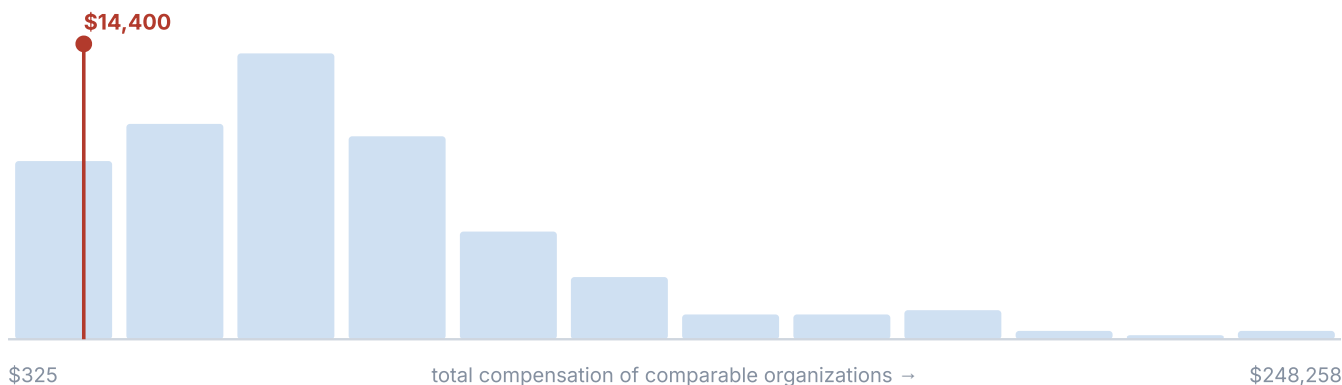
BUDGET Total revenue between \$301,002 and \$673,885 — 0.67x to 1.50x the subject's \$449,257 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

278 organizations qualified on sector, size, and geography

→ **278** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,967

\$29,684

\$54,652

\$79,531

\$116,341

\$14,400



■ 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 NM 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
U-turn Ministries	CO	\$448,086	President	\$26,000	\$22,514	2024
The Apostle Continuationchurch Inc	NY	\$448,004	Pastor	\$16,306	\$13,699	2023
Camp Manna Ministries Inc	NC	\$447,000	President	\$62,800	\$58,600	2024
Iglesia Pentecostal El Jordan Inc	MD	\$446,634	Pastor	\$30,000	\$25,329	2024
Rbw Missions	MN	\$453,923	Executive Director	\$38,000	\$33,909	2024
Legacy Family Ministries	TX	\$454,850	President	\$93,908	\$87,338	2023
Thailand Now Inc	KY	\$454,979	Treasurer	\$24,840	\$24,100	2024
House Of God Holy Church Of The Living God Pillar & Ground	KY	\$441,422	Cheif Apostle	\$32,371	\$31,407	2024
Elon First Baptist Church Inc	NC	\$457,888	Sr Pastor	\$112,700	\$108,269	2023
Iglrsia De Jesucristo Palabra Miel Detroit Inc	MI	\$458,499	Director	\$60,000	\$55,928	2024
Pact Ministry Inc	GA	\$439,827	President	\$127,927	\$116,162	2024
Healing Rooms Ministries	WA	\$439,784	President	\$6,738	\$5,609	2023
Shepherds' Support Inc	TX	\$437,090	Executive Director	\$116,520	\$108,368	2023
Somebody Cares Tampa Bay Inc	FL	\$461,727	Secretary	\$40,767	\$34,585	2024
United Faith Pentecostal Church	MN	\$462,192	Pastor	\$16,475	\$14,701	2024
Campus Christian Fellowship	MO	\$435,869	Campus Minister	\$48,375	\$47,637	2023
Raccoon River Bible Conference	IA	\$433,663	Director	\$61,960	\$61,266	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Peak 7 Adventures	WA	\$433,333	Executive Dir.	\$64,281	\$53,508	2023
21c International Incorporated	FL	\$433,137	—	\$94,500	\$80,171	2024
Inspire International	VA	\$466,056	President And Executive Director	\$59,455	\$51,842	2024
Bear Lake Camp Inc	IN	\$466,188	Executive Director	\$45,456	\$43,290	2024
Dmu - Unveil	MN	\$466,938	President	\$150,000	\$133,852	2024
Snowboarders & Skiers For Christ	CO	\$467,178	President	\$56,400	\$48,839	2024
Fathers House	MN	\$431,290	Trustee	\$24,000	\$22,049	2023
Hope's Cry International	LA	\$467,790	President	\$63,816	\$63,459	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	278 organizations. Compensation range \$325–\$248,258; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$449,257); for reference, expenses \$316,708 and assets \$912,723.
ROLE MATCH	Rev Babu John, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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 15 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	9 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	8 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 (Rev Babu John) 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 278 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,400 is reasonable (approximately the 9th 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.