

# Leaderstream Inc

Executive Director / CEO

EIN 853512966  
 IN · NTEE X20  
 FY ending 2025-09-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Malcolm Webber, Executive Director / CEO** (\$81,000) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 61<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Malcolm Webber — 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 (X20).

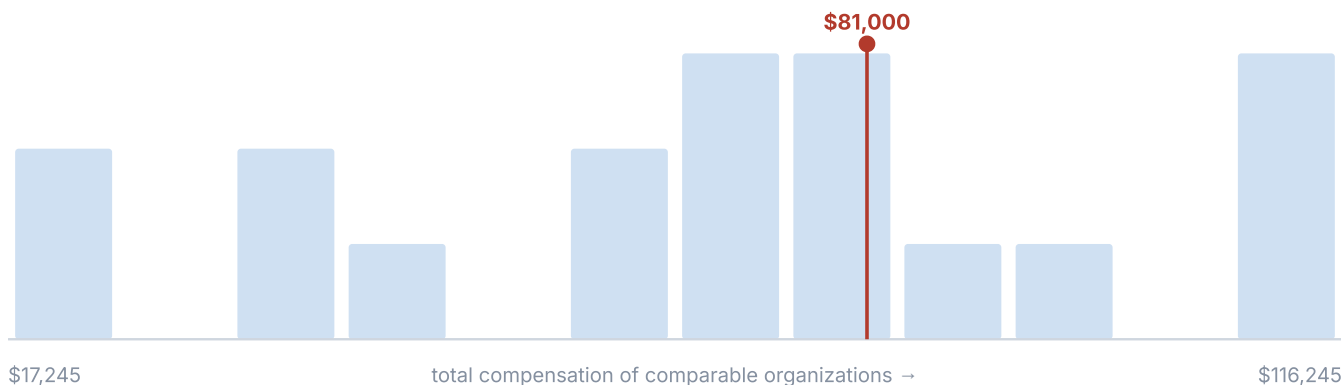
**BUDGET** Total revenue between \$303,489 and \$679,455 — 0.67x to 1.50x the subject's \$452,970 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X20) + IN + budget 0.67–1.5x revenue.

**18** organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$34,828	\$48,070	\$70,036	\$88,563	\$110,140	\$81,000
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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 IN 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="#">Brethren Retreat Ministries Inc</a>	IN	\$440,402	Executive Director	\$69,760	<b>\$71,606</b>	2024
<a href="#">Nothing Is Wasted Ministries Inc</a>	IN	\$427,143	President	\$85,740	<b>\$90,608</b>	2023
<a href="#">New Mercies Ministries Inc</a>	IN	\$426,366	Executive Di	\$77,875	<b>\$82,297</b>	2023
<a href="#">Launch Campus Ministry Inc</a>	IN	\$489,066	President	\$40,503	<b>\$40,503</b>	2025
<a href="#">Psalm 51 Ranch Inc</a>	IN	\$413,251	Manager	\$90,000	<b>\$92,381</b>	2024
<a href="#">Student Impact Of Westfield Inc</a>	IN	\$393,384	Executive Director	\$61,600	<b>\$61,600</b>	2025
<a href="#">Christian Leaders For Africa Inc</a>	IN	\$521,777	President	\$43,560	<b>\$43,560</b>	2025
<a href="#">Two Eight Ministries Inc</a>	IN	\$522,709	President	\$66,553	<b>\$68,314</b>	2024
<a href="#">Heart Of A Man Inc</a>	IN	\$539,612	President	\$111,471	<b>\$114,420</b>	2024
<a href="#">Evansville Student Christian Fellowship</a>	IN	\$364,601	Director	\$76,200	<b>\$76,200</b>	2025
<a href="#">Small Church Usa Corp</a>	IN	\$350,675	President	\$110,000	<b>\$116,245</b>	2023
<a href="#">Twelve Stones Ministries Inc</a>	IN	\$562,911	President	\$105,513	<b>\$108,305</b>	2024
<a href="#">Seed Ministry Inc</a>	IN	\$334,864	Pastor/director	\$16,800	<b>\$17,245</b>	2024
<a href="#">Gymtown Pantry Inc</a>	IN	\$332,000	President	\$78,000	<b>\$82,429</b>	2023
<a href="#">Lakeland Child Evangelism Ministrie</a>	IN	\$314,533	Assistant Di	\$38,652	<b>\$40,847</b>	2023
<a href="#">4veh The Evangelistic Voice</a>	IN	\$599,679	Station Dire	\$21,586	<b>\$21,586</b>	2025
<a href="#">Chicagoland Immigrant Welcome</a>	IN	\$631,178	Executive Director	\$66,700	<b>\$68,465</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Valley Of Grace</a>	IN	\$633,191	Director	\$60,000	<b>\$63,407</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN cost of living and 2025 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 IN 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 18 organizations. Compensation range \$17,245–\$116,245; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$452,970); for reference, expenses \$88,586 and assets \$2,174,033. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Malcolm Webber, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>61<sup>st</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>72<sup>nd</sup></b>
Reportable pay only (column D), adjusted	<b>61<sup>st</sup></b>
All sources (D + E + F), adjusted	<b>61<sup>st</sup></b>

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 (Malcolm Webber) 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 18 similarly situated organizations (Same NTEE sector (X20) + IN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,000 is reasonable (approximately the 61<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.