

Chinese Christian Scholars Association In North America

Executive Director / CEO

EIN 043544376
 MA · NTEE X052
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Zhongxin Wang, Executive Director / CEO** (\$90,384) against **every comparable organization** that fit the selection criteria — **907** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

Benchmarked executive: Zhongxin Wang — 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 (X052).
BUDGET	Total revenue between \$98,582 and \$220,707 — 0.67x to 1.50x the subject's \$147,138 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

907 organizations qualified on sector, size, and geography → **907** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,135 10TH	\$23,927 25TH	\$42,445 MEDIAN	\$73,198 75TH	\$108,308 90TH	\$90,384 THIS ORG · 84TH
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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 MA 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
Tommy Bates Ministries Inc	KY	\$147,112	President/trus	\$14,000	\$16,738	2023
Taylor Ministries Inc	GA	\$147,173	President	\$60,000	\$65,210	2024
Waterhose Ministries Inc	TX	\$147,263	President	\$20,000	\$22,263	2023
Revelation 320 Missionary Ministry And Biblical Teachings Inc	FL	\$146,961	Senior Pastor	\$15,600	\$15,840	2024
Loeber Ministries Inc	OK	\$147,344	President	\$46,450	\$55,285	2024
Thistlebend Ministries Inc	KY	\$147,349	Executive Di	\$32,500	\$37,742	2024
The Opened Bible Academy	TX	\$147,364	Secretary	\$71,875	\$80,009	2023
David Crain New Life Ministries	TX	\$146,736	President	\$34,054	\$36,820	2024
Boston Collaborative Inc	MA	\$146,727	Executive Director	\$101,250	\$98,345	2024
Move Church	MO	\$147,618	President	\$20,177	\$23,099	2024
Romania Leadership Ministries	IL	\$147,628	Exec Director	\$53,285	\$56,623	2024
New Sower Christian Church Cor	NY	\$146,635	Teacher Minist	\$28,300	\$28,458	2023
Trowbridge Ministries	AZ	\$146,613	President	\$32,299	\$33,575	2024
Friends Church Extension Fund	OR	\$146,565	Treasurer	\$10,000	\$10,038	2024
Your Torah Tutors	MI	\$146,345	President Treasury Director	\$33,800	\$38,823	2023
Soulteam Inc	OK	\$147,942	President	\$70,400	\$83,791	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Palisades Church A Nj Nonprofit Cor	NJ	\$146,305	President	\$40,000	\$39,743	2023
Red Ink Revival Inc	KS	\$148,011	President	\$118,264	\$138,100	2024
Ignition Point Ministries Inc	FL	\$145,924	President	\$72,277	\$73,391	2024
Herrin Ministries Inc	TN	\$148,384	President	\$81,000	\$92,030	2024
Richard Bush Renewal Center	MI	\$148,384	Executive Director	\$13,000	\$14,932	2023
Passion Promise Ministries	TN	\$148,411	Ceo/president	\$44,802	\$50,903	2024
The Short Grass Foundation	OR	\$145,695	President	\$8,200	\$8,474	2023
Religious Of The Incarnate Word	CA	\$148,616	Chief Executive Officer	\$21,000	\$19,601	2024
International Praise Harvest Ministries	MD	\$145,600	General Overseer	\$30,341	\$31,566	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	907 organizations. Compensation range \$1–\$511,561; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$147,138); for reference, expenses \$169,330 and assets \$1,750,185.
ROLE MATCH	Zhongxin Wang, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 25 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	84 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	81 st

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 (Zhongxin Wang) 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 907 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,384 is reasonable (approximately the 84th 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.