

America Chinese Evangelical Seminary

Executive Director / CEO

EIN 134304343

CA · NTEE B50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shiuwen Chen, Executive Director / CEO** (\$33,476) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Shiuwen Chen — reported title “Accounting Officer”, 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 (B50).

BUDGET Total revenue between \$281,806 and \$630,909 — 0.67x to 1.50x the subject's \$420,606 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B50), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,816	\$47,143	\$84,592	\$122,850	\$206,422	\$33,476
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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 CA 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
Maitripa College	OR	\$421,618	President	\$83,004	\$91,904	2023
Heidelberg Theological Seminary	SD	\$417,954	President	\$93,500	\$123,032	2023
Nwa Industries For Education	AR	\$453,082	Executive Director	\$57,664	\$77,280	2023
Cincinnati Psychoanalytic Institute	OH	\$387,260	Director	\$79,368	\$97,351	2024
Bridges Graduate School Of Cognitive Diversity In Education	CA	\$454,095	Coo	\$24,319	\$25,037	2023
Toyota Technological Institute At Chicago	IL	\$385,536	President	\$478,816	\$561,246	2023
Christ Our Redeemer Seminary Inc	AL	\$459,218	President	\$57,023	\$73,449	2023
Pillar Seminary	NE	\$460,914	President	\$36,320	\$44,073	2025
Slavic Reformation Society	TX	\$461,512	Director	\$95,500	\$113,899	2023
Wildlife Science Center	MN	\$462,983	Executive Director	\$60,000	\$70,686	2023
Academy For The Love Of	NM	\$464,201	Mngr, & Gen.	\$189,240	\$242,675	2023
California University - Silicon Valley	CA	\$484,875	President	\$43,950	\$43,950	2024
Graduate Business Curriculum	MN	\$353,980	Executive Di	\$135,150	\$159,221	2023
South Central Wisconsin Area Health	WI	\$337,992	Executive Dir.	\$96,841	\$114,106	2025
Leadership Institute Of Seattle	WA	\$324,094	President	\$114,574	\$122,303	2023
Irbs Theological Seminary	TX	\$528,022	President	\$116,350	\$134,784	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Copassion Inc	FL	\$312,550	President	\$25,816	\$27,362	2025
Jesse C Fletcher Seminary	TX	\$295,607	Legal Advisory	\$7,386	\$8,809	2023
Missional Training Center	AZ	\$292,172	President Until 9-2024	\$62,154	\$67,440	2025
Torah Temimah Jerusalem	MD	\$570,194	President An	\$52,050	\$56,354	2024
The Master's Institute	MN	\$587,576	757 Martin Ave, Hudson, Wi 54016	\$24,000	\$26,755	2025
Redemption Seminary Inc	AZ	\$606,733	President	\$184,597	\$211,667	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	22 organizations. Compensation range \$8,809–\$561,246; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$420,606); for reference, expenses \$362,844 and assets \$3,065,865.
ROLE MATCH	Shiuwen Chen, reported title <i>"Accounting Officer"</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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	14 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 (Shiuwen Chen) 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 22 similarly situated organizations (Same NTEE sector (B50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,476 is reasonable (approximately the 18th 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.