

# Chafer Theological Seminary

Executive Director / CEO

EIN 200403281  
 NM · NTEE B30  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Andrew Woods, Executive Director / CEO** (\$42,350) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Andrew Woods — 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 (B30).

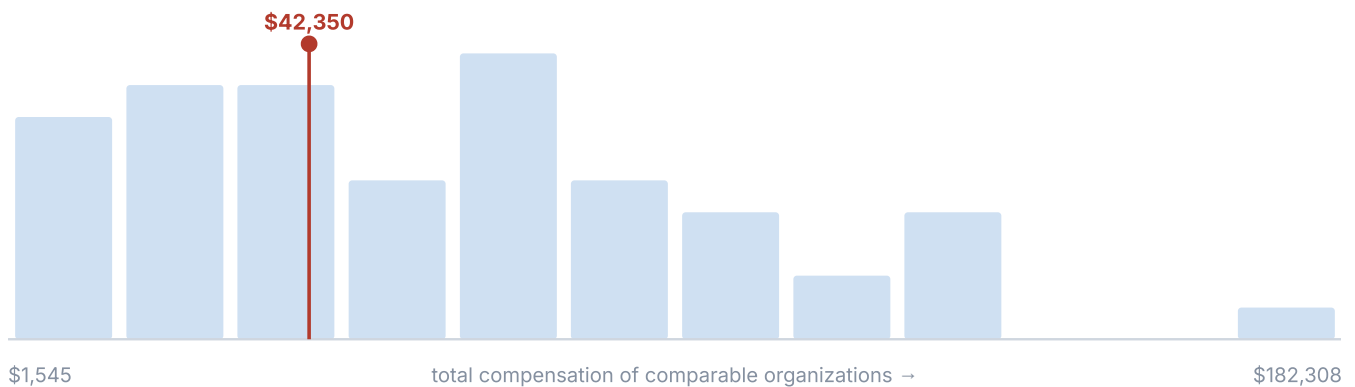
**BUDGET** Total revenue between \$242,862 and \$543,723 — 0.67x to 1.50x the subject's \$362,482 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B30), nationwide + budget 0.67–1.5x revenue.

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

→ **53** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$10,469	\$28,937	\$54,438	\$85,197	\$116,521	\$42,350
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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 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
<a href="#">Urban Youth Racing School Inc</a>	PA	\$359,241	Executive Director	\$71,760	<b>\$66,534</b>	2023
<a href="#">Circadium</a>	PA	\$367,508	Executive Director	\$28,516	<b>\$26,439</b>	2023
<a href="#">South Carolina Indian Development Council Inc</a>	SC	\$368,454	Exec. Director	\$63,346	<b>\$58,142</b>	2025
<a href="#">Upright Wellness Center Inc</a>	CA	\$355,126	Ceo	\$150,000	<b>\$116,972</b>	2024
<a href="#">Local 107 Development And Training</a>	WI	\$354,146	Union Trustee	\$135,907	<b>\$124,875</b>	2025
<a href="#">Association Of Camp Nursing Inc</a>	KY	\$349,998	Ceo	\$31,577	<b>\$30,637</b>	2024
<a href="#">Spirit Of Aloha Outreaches</a>	HI	\$375,679	President	\$102,291	<b>\$85,148</b>	2023
<a href="#">Suncoast Career Academy Inc</a>	FL	\$347,093	Board Member	\$31,130	<b>\$26,410</b>	2024
<a href="#">Iowa State Trowel Trades Apprentice</a>	IA	\$385,735	Trustee	\$102,959	<b>\$101,807</b>	2024
<a href="#">Tfg Heartwood Inc</a>	NH	\$337,875	Director	\$1,800	<b>\$1,545</b>	2023
<a href="#">Limitless Vistas Inc</a>	LA	\$319,409	Business Manager	\$29,100	<b>\$28,937</b>	2024
<a href="#">Unite Here Local 54 Training &amp;</a>	NJ	\$406,192	Chairperson/union Trustee	\$28,157	<b>\$23,374</b>	2023
<a href="#">Heart Missionary Training Institute</a>	FL	\$317,972	Executive Di	\$42,000	<b>\$36,684</b>	2023
<a href="#">Northeast Iowa Ironworkers</a>	IA	\$413,362	Trustee Alte	\$9,513	<b>\$9,164</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Vehicles For Change San Diego Inc</a>	CA	\$310,145	Executive Director	\$86,539	<b>\$69,477</b>	2023
<a href="#">Vermont Center For Integrative</a>	VT	\$308,334	Executive Director	\$40,810	<b>\$37,095</b>	2024
<a href="#">Wisconsin Education Innovations Inc</a>	WI	\$421,906	Executive Director	\$57,720	<b>\$54,438</b>	2024
<a href="#">Waterloo Joint Apprenticeship</a>	IA	\$299,592	Training Dir	\$32,255	<b>\$31,895</b>	2024
<a href="#">Chicago School Of Violin Making Inc</a>	IL	\$427,305	Executive Director	\$95,699	<b>\$84,964</b>	2024
<a href="#">Ironworkers Local 6 Training Fund</a>	NY	\$292,083	Administrato	\$12,656	<b>\$10,328</b>	2024
<a href="#">Plumbers &amp; Steamfitters Local 568 Appren</a>	MS	\$433,287	Former Union Trustee	\$49,040	<b>\$49,324</b>	2024
<a href="#">Ironworkers Local #12 Education And</a>	NY	\$434,499	Trustee	\$75,954	<b>\$61,982</b>	2024
<a href="#">Insulators Local Union #89 - Jatc Accoun</a>	NJ	\$288,308	Trustee	\$109,282	<b>\$88,115</b>	2024
<a href="#">Association Of Accredited Naturopathic</a>	DC	\$283,366	Executive Director - Non-voting	\$122,808	<b>\$97,323</b>	2024
<a href="#">Judge Dinkins Educational Center</a>	TN	\$281,490	President & Ceo	\$130,000	<b>\$123,403</b>	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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	53 organizations. Compensation range \$1,545–\$182,308; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$362,482); for reference, expenses \$443,388 and assets \$541,552.
ROLE MATCH	Andrew Woods, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	40 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	38 <sup>th</sup>
Reportable pay only (column D), adjusted	47 <sup>th</sup>
All sources (D + E + F), adjusted	32 <sup>nd</sup>

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 (Andrew Woods) 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 53 similarly situated organizations (Same NTEE sector (B30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,350 is reasonable (approximately the 40<sup>th</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.