

Arts And Entertainment Ministries

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Joel Pelsue, Executive Director / CEO** (\$71,190) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Joel Pelsue — 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).

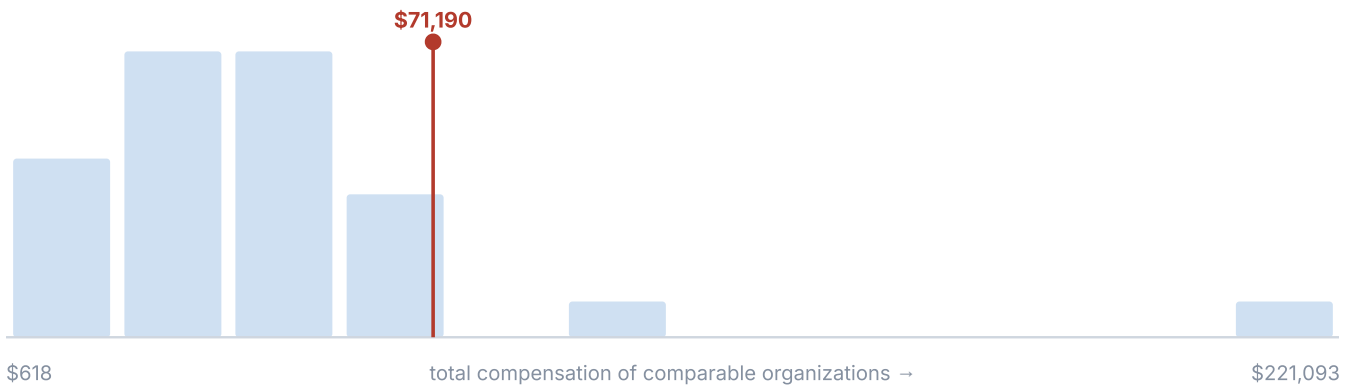
BUDGET Total revenue between \$88,154 and \$197,361 — 0.67x to 1.50x the subject's \$131,574 (the band tightens as size grows).

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

27 organizations qualified on sector, size, and geography

→ **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,509	\$21,300	\$40,650	\$52,768	\$62,152	\$71,190
---------	----------	----------	----------	----------	----------



● 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
Capilla De Gracia	CA	\$128,712	President	\$600	\$618	2023
Rock Builders Christian Ministries	CA	\$137,009	President	\$23,250	\$23,250	2024
Sola Network Inc	CA	\$125,608	Cfo	\$2,371	\$2,371	2024
Mary James Ministries Inc	CA	\$137,998	President	\$50,000	\$51,477	2023
Episcopal Network For Stewardship Inc	CA	\$139,464	Executive Director	\$61,200	\$63,008	2023
Kingdom Strategies International	CA	\$119,229	President And Executive Director	\$52,000	\$52,000	2024
Religious Of The Incarnate Word	CA	\$148,616	Chief Executive Officer	\$21,000	\$21,000	2024
Adoremus Society For The Renewal Of Sacred Liturgy	CA	\$112,260	Editor	\$40,650	\$40,650	2024
Chinese Christian Training	CA	\$151,487	Gn Secretary	\$25,200	\$25,944	2023
Igle	CA	\$108,799	President	\$21,600	\$21,600	2024
Iglesia De Intercesion Encuentro Con Dios	CA	\$154,427	Chief Executive Officer	\$19,740	\$19,740	2024
Renewal	CA	\$155,404	Ceo	\$5,821	\$5,821	2024
Nexus Mission	CA	\$106,545	Director	\$14,400	\$14,825	2023
Children Ministries International	CA	\$104,068	Founder, President, Chairman Of The Board	\$91,310	\$94,007	2023
Iglesia Luz De Esperanza	CA	\$101,226	Chief Executive Officer	\$11,624	\$11,967	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Charisma In Mission Inc	CA	\$97,708	Secretary	\$52,000	\$53,536	2023
Glorious Silver Mission	CA	\$167,187	Ceo	\$61,581	\$61,581	2024
Omkwm	CA	\$92,709	Cfo	\$36,000	\$36,000	2024
David's Tent International Inc	CA	\$90,988	Managing Director Ceo	\$51,600	\$51,600	2024
Bay Area Christian Short Term	CA	\$173,493	Ed Of Operation	\$54,994	\$56,618	2023
Iglesia De Cristo Armonia Llamada Final	CA	\$174,288	Bahena	\$46,000	\$46,000	2024
Unity Mission International	CA	\$183,942	Ceo	\$48,000	\$48,000	2024
Good Dirt Coalition	CA	\$187,277	Ceo	\$26,500	\$27,283	2023
Milal Mission In Northern California	CA	\$188,203	Chairman	\$57,780	\$59,487	2023
Iglesia Del Dios Vivo El Buen Pastor San Jose Ca	CA	\$188,678	Ceo	\$27,560	\$27,560	2024

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	27 organizations. Compensation range \$618–\$221,093; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$131,574); for reference, expenses \$132,375 and assets \$59,059.
ROLE MATCH	Joel Pelsue, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	93 rd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	93 rd

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 (Joel Pelsue) 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 27 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,190 is reasonable (approximately the 93rd 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.