

Icon Ministries Inc

Executive Director / CEO

EIN 202003198

IL · NTEE X21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lewis Clark, Executive Director / CEO** (\$46,464) against **every comparable organization** that fit the selection criteria — **304** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

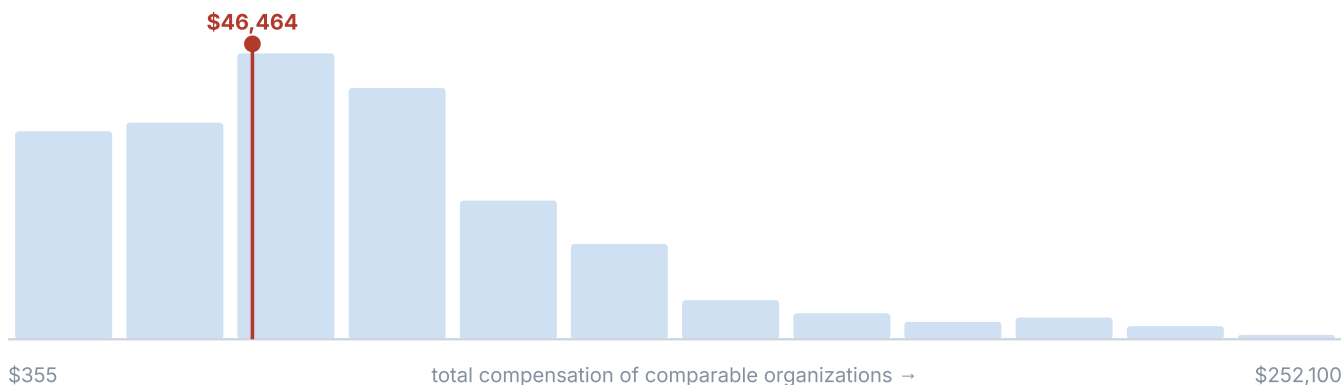
Benchmarked executive: Lewis Clark — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$252,411 and \$565,101 — 0.67x to 1.50x the subject's \$376,734 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

304 organizations qualified on sector, size, and geography → **304** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,656	\$31,976	\$61,213	\$86,882	\$122,547	\$46,464
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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 IL 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
Apt Ministries	TX	\$375,895	President	\$67,738	\$68,923	2023
House Of Refuge Inc	TN	\$375,509	Director	\$49,231	\$51,128	2024
Kingdom Ministries	CA	\$381,208	President	\$111,004	\$94,701	2024
Metanoia Missions International	VA	\$371,915	Treasurer/ A	\$55,000	\$54,017	2023
Relearn	AZ	\$371,384	Ceo	\$82,000	\$80,216	2023
Northeast Taiwan Christian Association Inc	GA	\$370,256	Director Chairman Contractor	\$42,000	\$41,723	2024
Bible Believers Tabernacle Inc	NY	\$383,986	General Overseer	\$24,500	\$22,519	2023
Gracethrufaithcom Inc	UT	\$384,336	President	\$18,000	\$18,202	2024
Idaho Episcopal Foundation Inc	ID	\$384,427	Executive Director	\$28,000	\$30,298	2023
Temple Of Praise Seventh-day Church Fellowship	WA	\$368,851	Senior Pastor	\$79,200	\$72,126	2023
John Ed Mathison Leadership	AL	\$368,477	Exec Directo	\$215,139	\$229,632	2024
Everfree Ministries	TX	\$368,000	Ceo	\$179,600	\$177,498	2024
Urban Light Christian Development	IN	\$367,827	Executive Di	\$36,000	\$37,508	2024
Iglesia Luz De Salvacion De Aic Inc	NY	\$367,275	President	\$36,400	\$33,457	2023
Teen Round Up Inc	AZ	\$367,183	President	\$26,000	\$24,704	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Christian Performing Artists'	SC	\$388,938	Executive Di	\$16,500	\$17,007	2024
Ministerio El Dios Viviente Inc	NY	\$389,062	Pastor	\$23,000	\$20,534	2024
Federation Of Ministers And Churches Inc	TX	\$363,636	President	\$125,443	\$123,975	2024
Cedar Rock Ministries Inc	AR	\$362,385	Executive Dir.	\$86,000	\$98,328	2023
Interhope Inc	FL	\$391,245	Executive Director	\$33,000	\$30,628	2024
N4 Inc	AL	\$361,981	President	\$9,000	\$9,606	2024
Mission Barnabas International	TX	\$391,748	Pres/ceo/director	\$72,120	\$71,276	2024
For Such A Time As This Inc	NC	\$361,589	President	\$150,108	\$153,238	2024
Christ Apostolic Church (Cac) Atlant	GA	\$360,100	Pastor	\$118,800	\$121,503	2023
Aleksandr Shevchenko	CA	\$394,191	Ceo	\$39,000	\$32,415	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 304 organizations. Compensation range \$355–\$252,100; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$376,734); for reference, expenses \$358,089 and assets \$137,945.

ROLE MATCH	Lewis Clark, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	37 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	36 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 (Lewis Clark) 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 304 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,464 is reasonable (approximately the 37th 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.