

Chinese Christian Church Of Germantown

Executive Director / CEO

EIN 202945008

MD · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Javid Muradov, Executive Director / CEO** (\$48,195) against **every comparable organization** that fit the selection criteria — **832** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

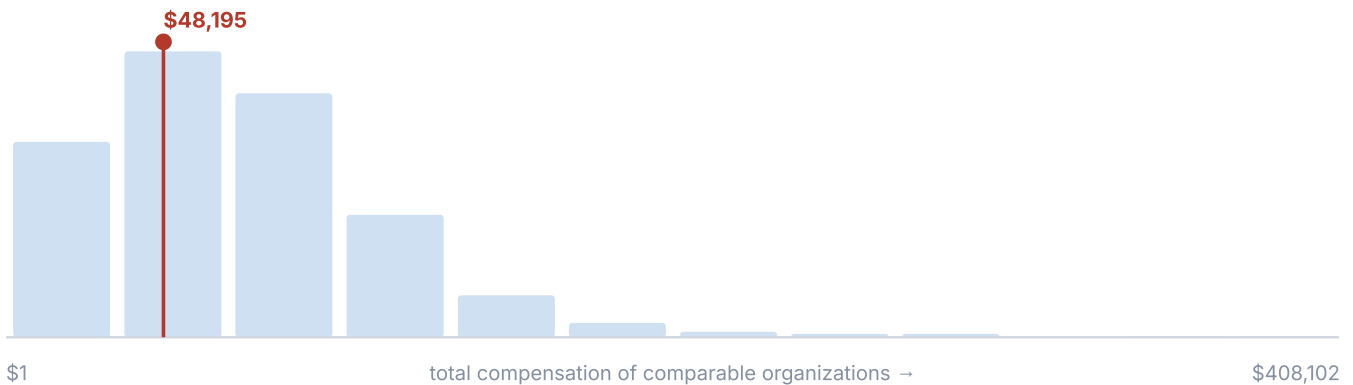
Benchmarked executive: Javid Muradov — reported title “EnglishMinister”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$307,479 and \$688,386 — 0.67x to 1.50x the subject's \$458,924 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

832 organizations qualified on sector, size, and geography → **832** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,528	\$38,569	\$65,433	\$97,182	\$127,295	\$48,195
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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 MD 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
Shepherds Heart Ministry	CO	\$458,660	President	\$112,829	\$119,141	2023
Fellowship Hi-crest Inc	KS	\$459,475	Lead Pastor	\$53,696	\$62,049	2024
Church Assistance Ministry	CA	\$458,321	Vice President	\$18,000	\$16,625	2024
Veritas International University	CA	\$458,131	President	\$34,800	\$32,142	2024
Joyful Land Preschool	CA	\$459,932	Officer	\$84,000	\$77,584	2024
Kidz Blitz Ministries Inc	GA	\$457,902	Board Member	\$60,000	\$64,529	2024
C4 Ministries Inc	SC	\$459,986	President	\$33,000	\$36,824	2024
Freedom Path Counseling Inc	GA	\$457,592	President	\$107,200	\$118,698	2023
Gather Ministries Inc	CA	\$460,357	Co-executive Director	\$160,257	\$152,390	2023
Reconciliation Ministries International Inc	TX	\$457,182	President	\$67,500	\$72,222	2024
Christian Missions Overseas Inc	CA	\$457,018	Secretary	\$54,000	\$49,876	2024
For Girls Like You Ministries	TN	\$456,707	President	\$24,000	\$26,984	2024
Christ Is Life Ministries	TX	\$461,398	Founder	\$64,302	\$68,800	2024
One Vision International Inc	TN	\$456,368	Executive Director	\$51,155	\$57,515	2024
Living Stone Ministries	MI	\$462,040	President/pastor	\$48,800	\$55,468	2023
Camp Nathanael	MN	\$462,728	Employee	\$68,039	\$74,036	2023
Ariana Ministries Incorporated	GA	\$463,554	President	\$28,754	\$30,925	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northern Light Ministries	OR	\$454,037	President, Excutive Director	\$18,624	\$19,046	2023
Bible Outreach Ministries	TX	\$453,907	President	\$13,000	\$14,320	2023
Potter's Wheel Inc	KY	\$453,455	Executive Director	\$97,538	\$112,088	2024
Cross To Light Corporation	TN	\$453,393	President	\$53,600	\$60,264	2024
Promised Land Ministries International	NY	\$464,549	President	\$40,000	\$38,662	2024
Sons Of Thunder Ministries & Publications Inc	OR	\$453,285	President	\$60,000	\$59,599	2024
Swanberg Christian Ministries	TX	\$464,583	President	\$170,222	\$187,510	2023
Consumed Ministries	MN	\$453,217	Director	\$131,200	\$138,667	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 832 organizations. Compensation range \$1-\$408,102; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$458,924); for reference, expenses \$314,504 and assets \$1,637,179.

ROLE MATCH Javid Muradov, reported title *"English Minister"*, 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 15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 19 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	34 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	33 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 (Javid Muradov) 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 832 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,195 is reasonable (approximately the 34th 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.