

Media For Christ

Executive Director / CEO

This analysis benchmarks the total compensation of **Joseph Abdelmasih, Executive Director / CEO** (\$18,000) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

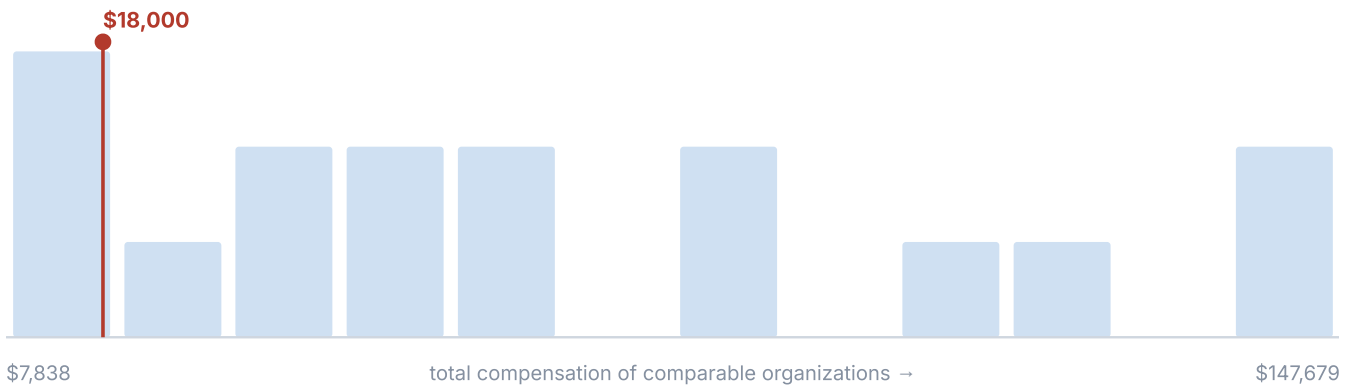
Benchmarked executive: Joseph Abdelmasih — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X83).
BUDGET	Total revenue between \$133,110 and \$298,009 — 0.67x to 1.50x the subject's \$198,673 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X83), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,596	\$37,508	\$55,857	\$92,353	\$129,516	\$18,000
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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
Larger Story Inc	CO	\$198,032	Secretary	\$49,583	\$53,640	2025
Sweet Monday Inc	VA	\$206,351	Executive Di	\$25,700	\$28,737	2024
They Need The Bible	MN	\$214,332	Founder	\$100,991	\$115,565	2024
Living The New Life Ministries	NC	\$220,236	President	\$72,000	\$86,155	2024
Congregation Tifereth Bnai Torah	NY	\$176,780	Pres	\$137,072	\$147,679	2023
Braille Bibles International	MO	\$222,178	President	\$113,608	\$143,466	2023
It's A New Day Inc	GA	\$225,289	Sec/treasurer	\$6,731	\$7,838	2024
The Korean Baptist Press Of The United States Inc	GA	\$227,059	President	\$34,722	\$40,431	2024
Barclay Press Inc	OR	\$167,273	President	\$54,000	\$58,074	2024
St Bonaventure Publications	MT	\$152,765	President	\$86,000	\$107,357	2024
Message Of Life Ministries	TN	\$148,967	President	\$69,700	\$87,352	2023
International Leadership Advancement Ministries Inc	CA	\$134,022	Exec Director/ceo	\$56,500	\$58,169	2023
Nichiren Buddhist	CA	\$133,727	General Manager	\$18,000	\$17,536	2025
The Korean Christian Times Corp	GA	\$272,408	Secretary	\$40,268	\$48,274	2023
White Horse Ministries Inc	ID	\$275,261	President	\$13,921	\$17,656	2023
Ewtn Publishing Inc	AL	\$281,154	Chairman, Ceo & Governor	\$33,200	\$42,764	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	16 organizations. Compensation range \$7,838–\$147,679; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$198,673); for reference, expenses \$219,246 and assets \$4,927.
ROLE MATCH	Joseph Abdelmasih, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	19 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	19 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 (Joseph Abdelmasih) 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 16 similarly situated organizations (Same NTEE sector (X83), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 19th 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.