

# The Chapel Of The Good Shepard Foundation Inc

Executive Director / CEO

EIN 204548929

MA · NTEE X21

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Steven Disalvo, Executive Director / CEO** (\$80,930) against **every comparable organization** that fit the selection criteria — **335** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

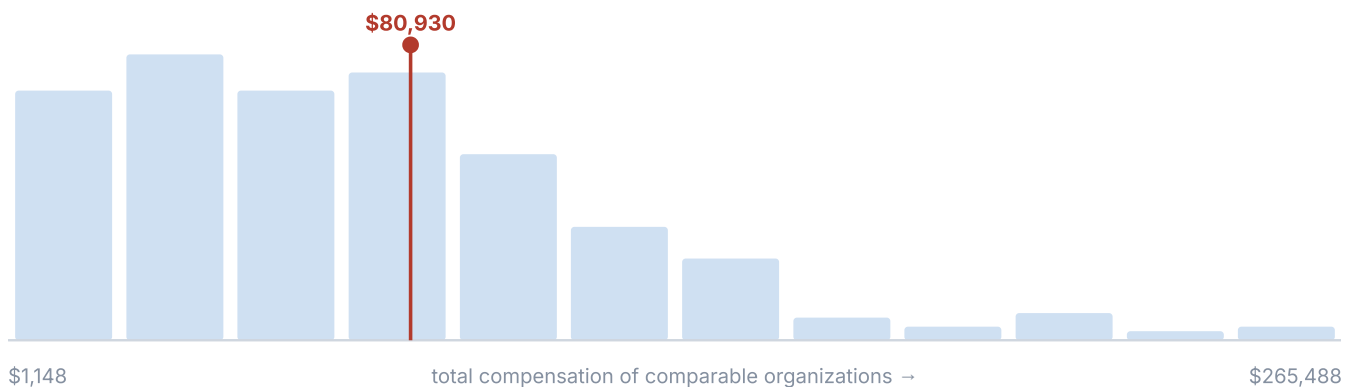
**Benchmarked executive:** Steven Disalvo — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$201,000 and \$450,000 — 0.67x to 1.50x the subject's \$300,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

**335** organizations qualified on sector, size, and geography → **335** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$17,866</b> 10TH	<b>\$35,514</b> 25TH	<b>\$63,193</b> MEDIAN	<b>\$97,984</b> 75TH	<b>\$138,546</b> 90TH	<b>\$80,930</b> THIS ORG · 63RD
-------------------------	-------------------------	---------------------------	-------------------------	--------------------------	------------------------------------



## ● 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 MA 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="#">Precious Gift Ministries</a>	OH	\$300,107	Director	\$137,451	<b>\$171,205</b>	2023
<a href="#">Great Exchange Inc</a>	GA	\$299,254	Director	\$70,000	<b>\$82,771</b>	2023
<a href="#">Build A Better Us</a>	TN	\$300,794	President/director	\$51,121	<b>\$63,193</b>	2023
<a href="#">Metro Atlanta Seminary Inc</a>	GA	\$300,852	President/ceo	\$14,048	<b>\$16,612</b>	2023
<a href="#">R1 Ministries Inc</a>	TN	\$300,877	President	\$107,265	<b>\$128,791</b>	2024
<a href="#">New Ministries Inc</a>	AZ	\$301,529	President	\$95,000	<b>\$104,362</b>	2024
<a href="#">Bf Bboy Ministries</a>	CO	\$298,247	Executive Director	\$105,833	<b>\$119,342</b>	2023
<a href="#">Open Doors Inc</a>	OK	\$298,168	President	\$100,334	<b>\$129,927</b>	2023
<a href="#">Wise Intentional Leadership</a>	WI	\$297,496	Executive Di	\$41,063	<b>\$50,432</b>	2023
<a href="#">Worshippers Of The King Ministries</a>	MA	\$303,059	President	\$56,197	<b>\$59,388</b>	2023
<a href="#">Bid-it Ministry</a>	TN	\$303,137	Executive Di	\$182,709	<b>\$219,375</b>	2024
<a href="#">Carry The Cure Incorporated</a>	AK	\$303,291	President	\$51,424	<b>\$56,159</b>	2024
<a href="#">Sports Excellence International Inc</a>	MO	\$303,616	Vice President/director	\$44,684	<b>\$54,060</b>	2024
<a href="#">Faith 2 Faith Ministries Inc</a>	CT	\$304,115	Director	\$23,099	<b>\$25,469</b>	2023
<a href="#">Ministry Resource Network Inc</a>	GA	\$304,375	President	\$31,800	<b>\$36,523</b>	2024
<a href="#">Jmh Ministries Llc</a>	SC	\$306,524	President	\$45,900	<b>\$54,697</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Washington Mongolian Church</a>	VA	\$306,652	Missionary	\$24,000	<b>\$26,470</b>	2024
<a href="#">Sebit Church Inc</a>	NJ	\$306,686	Paster	\$52,102	<b>\$54,706</b>	2023
<a href="#">Laymans Retreat At Round Top</a>	TX	\$306,714	Foreman	\$40,000	<b>\$44,527</b>	2025
<a href="#">Q Place</a>	IL	\$307,258	Executive Dir.	\$65,000	<b>\$71,112</b>	2025
<a href="#">Desilva Ministries</a>	CA	\$307,526	President	\$18,000	<b>\$18,279</b>	2023
<a href="#">New Name Counseling And Teaching Center</a>	GA	\$292,448	President/executive Direct	\$125,000	<b>\$143,566</b>	2024
<a href="#">Logos Leaders Outreach</a>	TX	\$307,823	Executive Director	\$219,670	<b>\$258,413</b>	2023
<a href="#">Beauty For Ashes Ministry</a>	MO	\$307,828	Director Of Recovery Center	\$46,875	<b>\$56,711</b>	2024
<a href="#">Liberating Ministries For Christ Int</a>	VA	\$307,897	President	\$65,199	<b>\$74,033</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2025 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 MA 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 335 organizations. Compensation range \$1,148–\$265,488; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$300,000); for reference, expenses \$268,978 and assets \$417,320.

**ROLE MATCH** Steven Disalvo, reported title "*President*", 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	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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	73 <sup>rd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <sup>th</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 (Steven Disalvo) 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 335 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,930 is reasonable (approximately the 63<sup>rd</sup> 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.