

Barnabas Ministries Inc

Executive Director / CEO

EIN 223874558

MA · NTEE X19

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rev Sean E Bowen, Executive Director / CEO** (\$45,217) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Rev Sean E Bowen — 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 (X19).

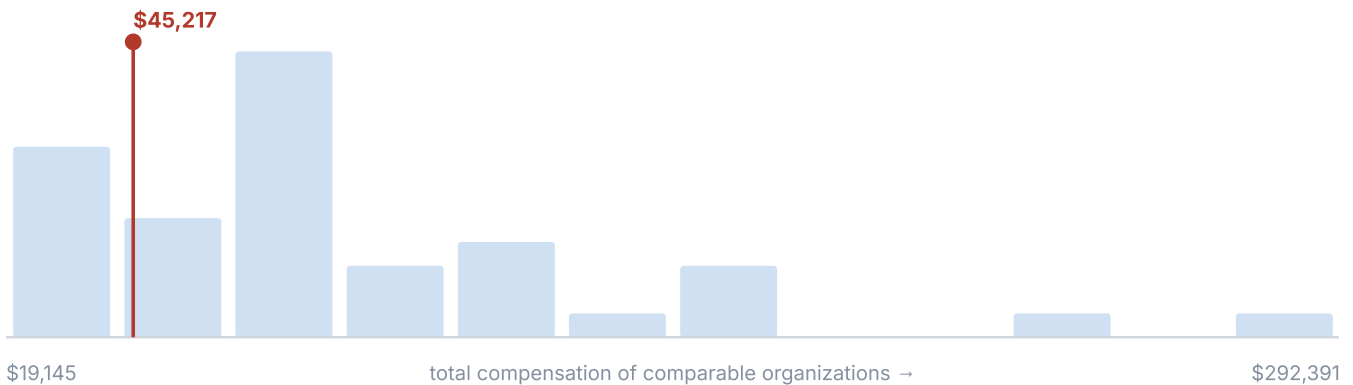
BUDGET Total revenue between \$198,872 and \$445,237 — 0.67x to 1.50x the subject's \$296,825 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X19), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography

→ **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,570	\$52,827	\$77,885	\$110,032	\$164,970	\$45,217
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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 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
Lightsys Technology Services Inc	CO	\$288,665	President/ceo And Board Member	\$78,440	\$85,914	2024
Biblical Counseling Coalition Inc	IN	\$287,638	Exec. Direct	\$71,524	\$86,156	2024
Gaston Christian Center	TX	\$281,468	Executive Director	\$74,908	\$83,385	2025
Trinity Roselle Foundation	IL	\$277,146	President And Director	\$71,411	\$82,562	2023
Impact For Living Inc	FL	\$275,985	President / Director	\$161,696	\$173,511	2024
The Rock Campus Outreach	TN	\$271,933	President & Executive Director	\$103,846	\$124,686	2024
Madonna Renewal Center	IL	\$271,687	Exec Directo	\$18,000	\$20,213	2024
Forgiven Ministry Inc	NC	\$327,084	President	\$22,645	\$27,517	2023
Khalsa Family Farms	NM	\$331,370	Director	\$51,550	\$63,333	2024
Straightway Holdings Inc	MO	\$260,017	President & Treasurer	\$89,114	\$107,813	2024
Ebecc Library Inc	MA	\$259,122	Treasurer	\$34,379	\$35,289	2024
Connect The World	PA	\$336,428	Minister	\$249,320	\$292,391	2023
Appointment Congo	NC	\$339,641	President	\$62,175	\$73,383	2024
Leading Saints	UT	\$251,452	Executive Director	\$101,383	\$118,525	2024
Living Waters Christian Canoe Camp	KS	\$344,938	Chair	\$21,900	\$27,025	2024
Healthy Growing Leaders Inc	SC	\$241,865	Chairman	\$94,500	\$115,938	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
College & Career Ministries Inc	CA	\$353,936	Exec Director	\$24,480	\$24,859	2023
His Vessel Ministries	AL	\$355,318	President	\$83,962	\$103,612	2024
Chatham Transitional Ministries Inc	GA	\$357,223	Ministry Coordinator	\$52,630	\$60,448	2024
Global Encounters Missions	CA	\$232,377	Executive Di	\$51,440	\$50,738	2024
Great Hunt For God Inc	OR	\$362,328	President/director	\$61,100	\$64,814	2024
Unity Temple Restoration Foundation	IL	\$230,930	Executive Director	\$207,500	\$233,018	2024
Star Lake Bible Camp Assn	MN	\$229,531	Camp Directo	\$62,853	\$70,941	2024
Salt & Light Partners	MN	\$226,459	Excutive Director	\$67,392	\$78,311	2023
Impact Ministries Of Myrtle Beach	SC	\$369,915	Executive Director	\$65,000	\$77,458	2024

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.

Sample, role match & sensitivity

PEER COUNT 38 organizations. Compensation range \$19,145–\$292,391; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$296,825); for reference, expenses \$305,307 and assets \$27,934.

ROLE MATCH Rev Sean E Bowen, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	24 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	21 st

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 (Rev Sean E Bowen) 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 38 similarly situated organizations (Same NTEE sector (X19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,217 is reasonable (approximately the 24th 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.