

# Chicago Chinese Christian Missions

Executive Director / CEO

EIN 270068837

IL · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Matthew Lin, Executive Director / CEO** (\$57,529) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Matthew Lin — 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 (X20).

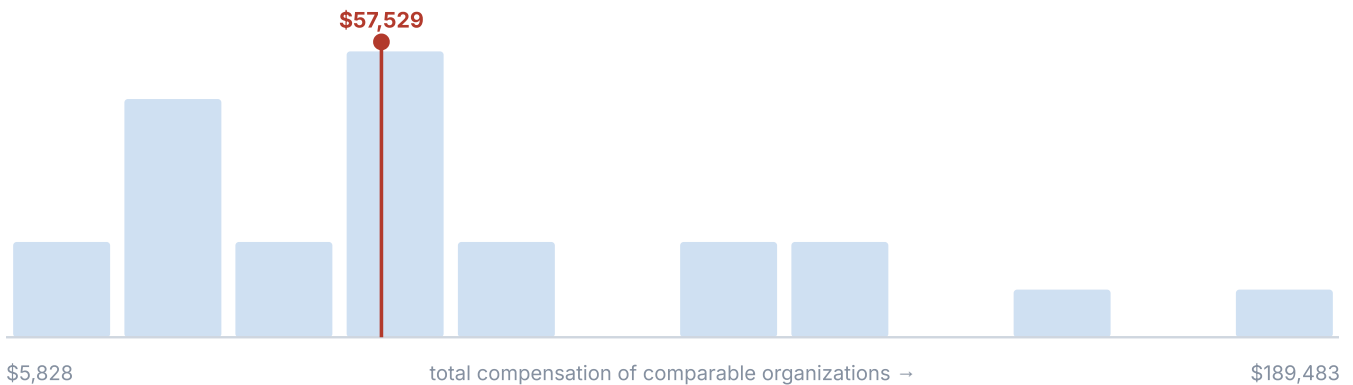
**BUDGET** Total revenue between \$274,311 and \$614,130 — 0.67x to 1.50x the subject's \$409,420 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X20) + IL + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography

→ **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$24,992	\$36,207	\$59,650	\$90,404	\$121,817	\$57,529
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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
<a href="#">Global Intercultural Services</a>	IL	\$407,749	President	\$43,750	<b>\$42,495</b>	2024
<a href="#">Tiffany Jordan Ministries</a>	IL	\$399,108	President	\$66,000	<b>\$64,106</b>	2024
<a href="#">The Mission Of Cor Jesu</a>	IL	\$386,186	President	\$30,333	<b>\$30,333</b>	2023
<a href="#">God Centered Life Ministries</a>	IL	\$371,243	President Founding Director	\$62,078	<b>\$62,078</b>	2023
<a href="#">Police Chaplains Ministry Fund</a>	IL	\$356,777	Fund Director	\$152,066	<b>\$147,703</b>	2024
<a href="#">Believers Voice Network</a>	IL	\$348,724	President	\$38,480	<b>\$36,413</b>	2025
<a href="#">Orchard Ministry Development</a>	IL	\$347,560	Executive Director (Thru May 2024)	\$25,000	<b>\$23,657</b>	2025
<a href="#">Small World Connections Ministry</a>	IL	\$347,534	Executive Director	\$69,884	<b>\$69,884</b>	2023
<a href="#">Keep Believing Ministries</a>	IL	\$347,348	President Ceo, Director	\$195,080	<b>\$189,483</b>	2024
<a href="#">Nations Ablaze International</a>	IL	\$342,634	President	\$60,000	<b>\$58,279</b>	2024
<a href="#">Community Christian Family Life Cen</a>	IL	\$480,047	Director	\$60,630	<b>\$58,891</b>	2024
<a href="#">Coach Approach Ministries</a>	IL	\$334,828	President	\$65,946	<b>\$64,054</b>	2024
<a href="#">Come International Baptist Ministries</a>	IL	\$326,294	President & Ceo	\$6,000	<b>\$5,828</b>	2024
<a href="#">Lombard Mennonite Peace Center</a>	IL	\$325,800	Executive Dir.	\$126,923	<b>\$123,282</b>	2024
<a href="#">Greenhouse In Paris Nfp</a>	IL	\$325,542	Pres/chair	\$115,959	<b>\$115,959</b>	2023
<a href="#">Big Great Lakes</a>	IL	\$322,609	Manager	\$49,374	<b>\$49,374</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tyler Feller Ministries</a>	IL	\$311,620	President	\$18,153	<b>\$18,153</b>	2023
<a href="#">Mosaic House Ministries</a>	IL	\$509,576	Executive Director	\$35,613	<b>\$34,591</b>	2024
<a href="#">Pioneer Clubs</a>	IL	\$305,696	President	\$110,200	<b>\$107,038</b>	2024
<a href="#">Good Samaritan Ministries Of The</a>	IL	\$300,026	Executive Dir.	\$59,650	<b>\$59,650</b>	2023
<a href="#">Global Impact Ministries And Outreach Association</a>	IL	\$522,396	Board Of Directors	\$36,000	<b>\$36,000</b>	2023
<a href="#">Bvm Helping Hands</a>	IL	\$288,029	Ceo And President	\$81,293	<b>\$81,293</b>	2023
<a href="#">Media Associates International Inc</a>	IL	\$604,358	President (5/1/24-11/10/24)	\$105,164	<b>\$99,514</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	23 organizations. Compensation range \$5,828–\$189,483; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$409,420); for reference, expenses \$420,208 and assets \$317,156.
ROLE MATCH	Matthew Lin, reported title <i>"EXECUTIVE DIRECTOR"</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.
OUTLIERS	1 peer 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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	39 <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 (Matthew Lin) 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 23 similarly situated organizations (Same NTEE sector (X20) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,529 is reasonable (approximately the 39<sup>th</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.