

Jehu Ministries International Inc

Executive Director / CEO

EIN 273167489

MI · NTEE X80

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Ed Lixey, Executive Director / CEO** (\$151,200) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

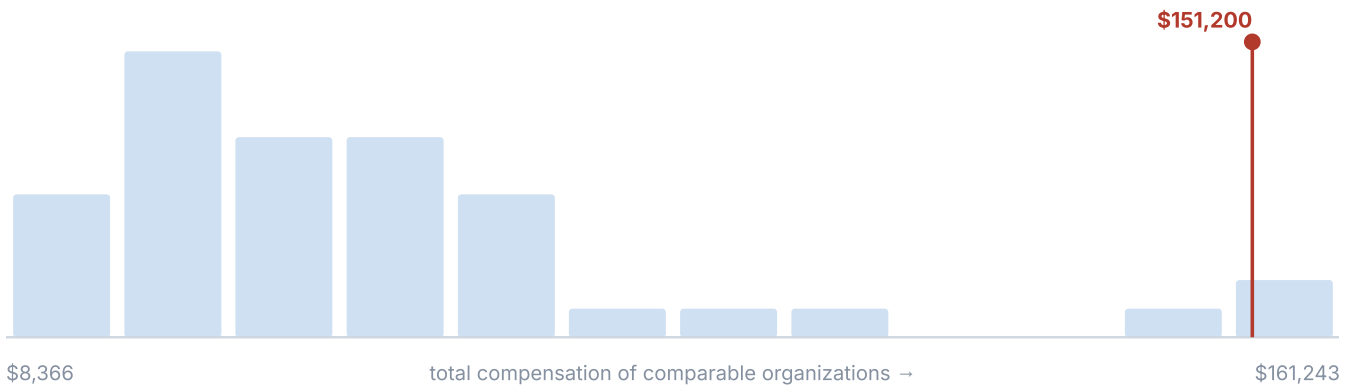
Benchmarked executive: Ed Lixey — reported title “PASTOR - DIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X80).
BUDGET	Total revenue between \$166,033 and \$371,716 — 0.67x to 1.50x the subject's \$247,811 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X80), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,532	\$24,529	\$43,727	\$60,214	\$91,484	\$151,200
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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 MI 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
Odyssey Impact Inc	NY	\$246,229	Executive Dir.	\$175,000	\$157,732	2023
Joseph Devineaux International Inc	FL	\$251,175	President	\$48,050	\$45,024	2023
Thrive City Church	AZ	\$251,420	Colbert	\$60,979	\$56,817	2024
Lumenations	AR	\$243,295	Executive Director	\$46,000	\$50,095	2024
Disciple Daily Inc	TX	\$242,576	President/di	\$23,678	\$23,625	2023
Take Me To Truth Inc	CO	\$255,335	Director	\$14,400	\$13,378	2024
Center For Cultural Leadership	CA	\$255,946	President	\$43,861	\$36,694	2024
Heidelberg Reformation Association	CA	\$236,699	President	\$10,000	\$8,366	2024
Church Prayer Leaders Network Inc	IN	\$260,838	Chairman	\$46,000	\$46,998	2024
Unashamed Truth Ministries Inc	NC	\$233,972	Managing Director	\$60,000	\$60,064	2024
Lifegate Inc	IN	\$267,523	President	\$54,000	\$56,801	2023
Archangel Gabriel Enterprises Inc	OH	\$227,715	Secretary/tr	\$59,119	\$60,665	2024
Ao Lab	MI	\$269,464	Executive Director	\$12,000	\$11,691	2025
Two Guys And A Bible Inc	MO	\$270,791	President	\$21,554	\$22,771	2023
Creative Media Ministries Inc	CA	\$272,426	President	\$68,173	\$57,033	2024
Friends Of The Bridegroom	MO	\$275,560	Chairman	\$18,000	\$17,994	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lineage Journey Inc	CA	\$218,856	Ceo	\$26,927	\$22,527	2024
Highway 19 Ministries	WA	\$277,333	President	\$25,200	\$21,859	2024
Northwest Energy Supply Cooperative	OR	\$217,866	Chief Exec O	\$28,000	\$25,192	2024
The Fig Tree	WA	\$206,620	Editor Publisher	\$42,000	\$37,507	2023
Brenda Walsh Ministries	TN	\$206,263	President	\$30,352	\$31,823	2023
Vietnamese Outreach International	VA	\$291,604	President	\$49,432	\$46,241	2024
Christianity Engaged	AZ	\$202,861	President And Ceo	\$96,000	\$89,448	2024
Impact Television Network	CA	\$303,990	Chernyetsky	\$15,600	\$13,051	2024
Revival Plan Association	CA	\$189,096	President	\$54,808	\$47,206	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 40 organizations. Compensation range \$8,366–\$161,243; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$247,811); for reference, expenses \$525,202 and assets \$2,122,995. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Ed Lixey, reported title "PASTOR - DIR", 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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	95 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	93 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 (Ed Lixey) 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 13, 2026, comparing compensation against 40 similarly situated organizations (Same NTEE sector (X80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$151,200 is reasonable (approximately the 95th 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 13, 2026.