

This analysis benchmarks the total compensation of **James E Ward Jr, Executive Director / CEO** (\$92,560) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

Benchmarked executive: James E Ward Jr — 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 (X99).

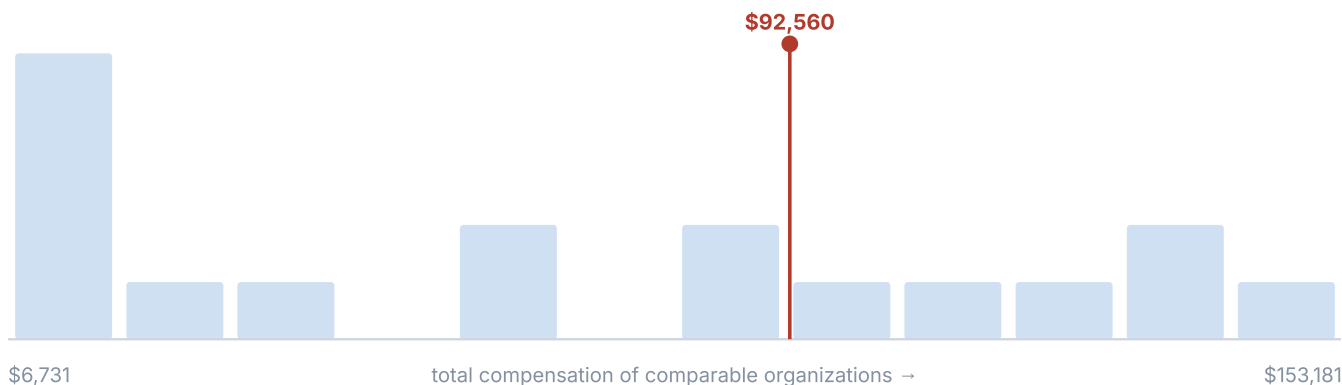
BUDGET Total revenue between \$251,672 and \$563,445 — 0.67x to 1.50x the subject's \$375,630 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X99) + IL + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,689	\$17,536	\$64,949	\$113,919	\$134,793	\$92,560
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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
Wellsprings Of Freedom International	IL	\$386,307	Founder	\$86,004	\$88,544	2023
Prograce International	IL	\$415,469	Chief Executive Officer	\$136,475	\$136,475	2024
Lampstand Ministries Inc	IL	\$427,556	Executive Di	\$148,786	\$153,181	2023
Dream Center Springfield Inc Nfp	IL	\$322,970	Executive Director	\$15,385	\$15,839	2023
The Earth Center Of Maanu Inc	IL	\$437,973	It Director	\$11,250	\$11,582	2023
Seek & Find Ministries	IL	\$310,410	President	\$63,086	\$64,949	2023
Pch Ministries Inc	IL	\$441,209	Ceo	\$117,391	\$117,391	2024
Celebrating Life Ministries	IL	\$298,915	President	\$90,000	\$92,658	2023
The Hinda Institute	IL	\$463,408	Director	\$9,350	\$9,350	2024
The Kingdom Advancement Center Inc	IL	\$274,937	President	\$62,023	\$62,023	2024
Legacy Disciple	IL	\$485,142	Secretary	\$35,693	\$35,693	2024
Rabbanut Nfp	IL	\$485,571	Treasurer & Director	\$18,000	\$17,536	2025
Q Christian Fellowship	IL	\$501,402	Executive Director	\$6,731	\$6,731	2024
Lead222 United Ltd	IL	\$505,606	Executive Dir.	\$90,800	\$90,800	2024
Restoration Center Chicago	IL	\$514,514	Vice President	\$133,671	\$133,671	2024
The Society For The Advancement Of	IL	\$532,960	President	\$113,919	\$113,919	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lincolnshire Korean Evangelical Church Of America	IL	\$544,074	Board President	\$19,200	\$19,200	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 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.

■ Sample, role match & sensitivity

PEER COUNT	17 organizations. Compensation range \$6,731–\$153,181; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$375,630); for reference, expenses \$350,798 and assets \$21,715.
ROLE MATCH	James E Ward Jr, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	65 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	65 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 (James E Ward Jr) 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 17 similarly situated organizations (Same NTEE sector (X99) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,560 is reasonable (approximately the 65th 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.