

Chelm Family Foundation

Executive Director / CEO

EIN 300226826

OH · NTEE X11

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Barry Reis, Executive Director / CEO** (\$40,331) against **every comparable organization** that fit the selection criteria — **148** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

Benchmarked executive: Barry Reis — reported title "TREASURER THRU 9/6/22", 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 (X11).

BUDGET Total revenue between \$31,263 and \$69,993 — 0.67x to 1.50x the subject's \$46,662 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

148 organizations qualified on sector, size, and geography → **148** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,216	\$7,140	\$17,445	\$32,170	\$61,452	\$40,331
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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 OH 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
Bozrah International Ministries Inc	CT	\$46,666	Executive Director	\$1,020	\$903	2023
Teach All Nations Inc	PA	\$46,687	President	\$898	\$821	2024
Greater Tree Of Life Missionary Baptist Church	MI	\$46,385	Pastor	\$17,650	\$17,200	2023
Ignite Ministries	TX	\$47,088	Executive Di	\$32,819	\$30,106	2024
Little Way Messengers Inc	GA	\$46,210	President An	\$132,000	\$121,716	2024
Charitable Ministry Support Inc	FL	\$47,146	President/director	\$46,702	\$40,234	2024
Double Honor Ministries	OK	\$46,154	Executive Director	\$65,000	\$65,638	2024
Planted International Inc	AL	\$47,225	President	\$42,000	\$41,611	2024
Mountaintop Ministries	TX	\$47,311	Vice Preside	\$10,946	\$10,041	2024
Mission Hope International	HI	\$45,766	President	\$13,194	\$11,153	2023
Calvary Chapel Santa Paula	CA	\$45,689	President	\$29,400	\$23,282	2024
Pho Mon Buddhist Temple Of Siouxland	IA	\$47,667	President	\$3,000	\$3,012	2024
Praise Unlimited - Wayne West Ministries Inc	PA	\$45,644	President	\$15,000	\$14,123	2023
The Edge Ministries Inc	IL	\$45,523	Manager	\$7,090	\$6,393	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Interfaith Action Of Greater Saint Paul	MN	\$45,113	Ceo Of Interfaith Action Of Greater St. Paul	\$8,340	\$7,363	2025
Masters Harvest	TX	\$44,687	President	\$22,770	\$21,505	2023
Inter Mirifica Inc	IN	\$44,558	President	\$63,489	\$59,817	2025
Dong Wha Sa Inc	GA	\$48,872	Ceo	\$3,600	\$3,320	2024
Cpc Prescott Holding Co	AZ	\$48,943	Executive Dir.	\$6,188	\$5,457	2024
Winner's Circle International Inc	LA	\$49,006	President	\$41,000	\$42,625	2023
St Vincent Ferrer Foundation Of Texas	TX	\$49,013	Executive Director	\$25,200	\$22,521	2025
Fruit Bearing Ministries Of Durham	NC	\$44,247	President/se	\$5,000	\$4,738	2024
Free In Christ Prison Ministries Inc	NC	\$49,101	President	\$21,600	\$20,467	2024
Oak Haven	AR	\$44,135	Chairman	\$4,000	\$4,123	2024
Bobby Garcia Ministries	TX	\$43,855	President	\$3,600	\$3,303	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 148 organizations. Compensation range \$1–\$463,451; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$46,662); for reference, expenses \$67,516 and assets \$1,291,411.
Revenue and expenses diverge this year — revenue may misrepresent operating size;

weigh the expense-based view.

ROLE MATCH	Barry Reis, reported title "TREASURER THRU 9/6/22", 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	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	82 nd
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 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 (Barry Reis) 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 148 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,331 is reasonable (approximately the 82nd 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.