

# Maf Foundation

Executive Director / CEO

EIN 330199821  
 ID · NTEE X20  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **David Holsten, Executive Director / CEO** (\$38,984) against **every comparable organization** that fit the selection criteria — **732** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** David Holsten — 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 (X20).
BUDGET	Total revenue between \$127,530 and \$285,516 — 0.67x to 1.50x the subject's \$190,344 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

**732** organizations qualified on sector, size, and geography → **732** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,291	\$24,200	\$44,969	\$74,684	\$103,176	<b>\$38,984</b>
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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 ID 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="#">Soundforgers International</a>	TX	\$190,392	President	\$129,166	<b>\$121,459</b>	2024
<a href="#">Global Servant Leaders Inc</a>	GA	\$190,219	President	\$116,130	<b>\$109,765</b>	2024
<a href="#">Moriah Ministries</a>	MI	\$190,524	Executive Di	\$30,500	<b>\$30,468</b>	2023
<a href="#">Adullam Church</a>	CA	\$189,702	President	\$51,200	<b>\$41,560</b>	2024
<a href="#">New Beginnings Ministries Of Hardee County Inc</a>	FL	\$191,198	Director	\$42,300	<b>\$38,458</b>	2023
<a href="#">Integrity Global Missions Inc</a>	AL	\$191,230	Director	\$96,915	<b>\$98,423</b>	2024
<a href="#">Thailand Sustainable Ministries</a>	IL	\$191,340	Director	\$48,775	<b>\$46,408</b>	2023
<a href="#">Christian Outdoor Ministry</a>	TX	\$189,251	President	\$52,100	<b>\$48,991</b>	2024
<a href="#">Galilee Missionary Baptist Church Of Dubberly Inc</a>	LA	\$191,789	President	\$30,250	<b>\$31,312</b>	2024
<a href="#">John Paul Ii Center For Theology Of The Body</a>	AZ	\$188,884	Executive Officer	\$30,000	<b>\$26,423</b>	2025
<a href="#">Desoto Youth Ministries Inc</a>	KS	\$188,829	Director	\$78,583	<b>\$82,163</b>	2023
<a href="#">Turning The Hearts Ministries</a>	WA	\$191,933	President	\$78,560	<b>\$66,118</b>	2024
<a href="#">Iglesia Del Dios Vivo El Buen Pastor San Jose Ca</a>	CA	\$188,678	Ceo	\$27,560	<b>\$22,371</b>	2024
<a href="#">Louisville Homeschool Athletics Inc</a>	KY	\$192,028	Secretary	\$8,000	<b>\$8,318</b>	2023
<a href="#">Len Ministries Inc</a>	FL	\$188,434	President	\$41,800	<b>\$36,913</b>	2024
<a href="#">Milal Mission In Northern California</a>	CA	\$188,203	Chairman	\$57,780	<b>\$48,287</b>	2023
<a href="#">Lighthouse Network Inc</a>	CO	\$192,520	President	\$76,928	<b>\$71,389</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dew4him Ministries Inc</a>	NC	\$188,081	Executive Director	\$57,586	<b>\$57,586</b>	2023
<a href="#">Briggs Center For Faith And Action</a>	MD	\$187,981	Executive Director	\$30,000	<b>\$27,144</b>	2023
<a href="#">Ethiopian Orthodox Tewahedo Debre Berhan Holy Trinity Church</a>	MD	\$187,597	Pastor	\$21,600	<b>\$19,544</b>	2023
<a href="#">Good Dirt Coalition</a>	CA	\$187,277	Ceo	\$26,500	<b>\$22,146</b>	2023
<a href="#">Sowers Of The Harvest Inc</a>	AR	\$187,250	Officer	\$14,138	<b>\$14,554</b>	2025
<a href="#">The Holy Orthodox Order Of Saint George</a>	CT	\$193,510	President	\$15,000	<b>\$13,611</b>	2023
<a href="#">St Luke Missionary Baptist Church Of Narcoossee Inc</a>	FL	\$193,514	Pastor	\$33,945	<b>\$29,204</b>	2025
<a href="#">Walk The Story Inc</a>	NC	\$186,935	Executive Di	\$114,771	<b>\$111,478</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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** 732 organizations. Compensation range \$52–\$444,896; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$190,344); for reference, expenses \$182,834 and assets \$7,932,028.

**ROLE MATCH** David Holsten, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this 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** 19 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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	42 <sup>nd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	99 <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 (David Holsten) 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 732 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,984 is reasonable (approximately the 44<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.