PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Rex And Lois Burgher Ministries Inc

Executive Director / CEO

EIN **331019530**
PA · NTEE X20
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Rex Burgher, Executive Director / CEO** ($14,950) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 51st percentile of comparable organizations

within the typical range

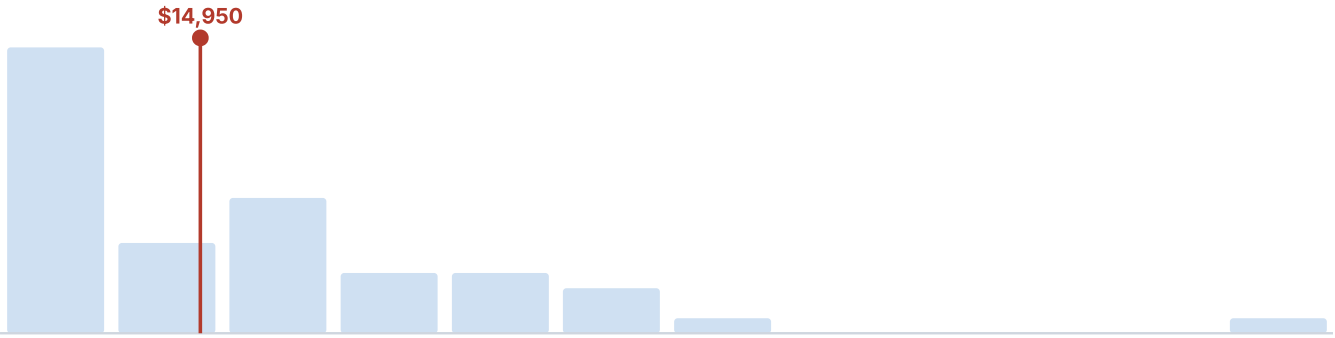
> **Benchmarked executive:** Rex Burgher — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between $26,905 and $60,237 — 0.67× to 1.50× the subject's $40,158 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



$1 total compensation of comparable organizations → $99,543

$924	$4,611	$13,414	$26,265	$40,972	$14,950

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 PA 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
Apostle Born Ministries Inc	TX	$39,874	President	$102,168	**$99,543**	2024
Jesus Is Enough Corp	ID	$39,825	Secretary	$8,732	**$9,047**	2024
Philadelphia Bible Institute College & Seminary In	MD	$39,200	President	$500	**$456**	2024
John C Vaughn Evangelistic	SC	$39,105	Director	$4,150	**$4,217**	2024
Livingwaterinme Ministries	CA	$41,270	Secretary	$1,000	**$866**	2023
Dueitt Ministries Inc	TX	$41,571	President	$18,000	**$17,538**	2024
Land In Between Ministry	VA	$38,457	Officer	$57,300	**$53,887**	2024
Amazing Vision Gospel Ministry	CA	$42,256	Ceo	$42,000	**$35,324**	2024
Le Rucher Mercy Ministries	WA	$42,380	Secretary	$30,721	**$27,581**	2023
The Living Truth Holiness Church Of God Inc	NJ	$37,873	President	$3,500	**$3,044**	2024
Angel Rock Charities	LA	$37,662	President	$27,500	**$30,365**	2023
Compass Coach And Consulting	SC	$43,628	Director	$46,800	**$48,959**	2023
House Of Hope Church	CA	$36,386	Ceo	$1	**$1**	2024
Fruit Bearing Ministries Of Durham	NC	$44,247	President/se	$5,000	**$5,032**	2024
New Mexico Family Action Foundation	NM	$36,067	Executive Dir.	$36,000	**$37,713**	2024
Masters Harvest	TX	$44,687	President	$22,770	**$22,840**	2023
The Edge Ministries Inc	IL	$45,523	Manager	$7,090	**$6,790**	2024
New Generation Apostolic Holiness	FL	$34,782	President	$13,570	**$12,417**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Calvary Chapel Santa Paula	CA	$45,689	President	$29,400	**$24,727**	2024
Greater Tree Of Life Missionary Baptist Church	MI	$46,385	Pastor	$17,650	**$18,268**	2023
Bozrah International Ministries Inc	CT	$46,666	Executive Director	$1,020	**$959**	2023
Teach All Nations Inc	PA	$46,687	President	$898	**$872**	2024
Institute For Christian Renewal	NH	$32,774	Executive Director	$21,000	**$18,887**	2024
The Genevan Institute For Reformed Studies Inc	FL	$31,588	Ceo	$8,000	**$7,320**	2024
Cpc Prescott Holding Co	AZ	$48,943	Executive Dir.	$6,188	**$5,796**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	**47** organizations. Compensation range $1–$99,543; filing years 2023–2024.
SIZE BASIS	Matched on total revenue ($40,158); for reference, expenses $42,933 and assets $45,610.
ROLE MATCH	Rex Burgher, reported title *"President"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers 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	**51st**
Total compensation (D + F), as reported (no adjustments)	**51st**
Reportable pay only (column D), adjusted	**21st**
All sources (D + E + F), adjusted	**47th**

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 (Rex Burgher) 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 47 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
> 3. The authorized body determined that total compensation of $14,950 is reasonable (approximately the 51st 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.