

# Dsi Developmental Services International

Executive Director / CEO

EIN 351802576  
 MN · NTEE X90Z  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Brian Aho, Executive Director / CEO** (\$9,643) against **every comparable organization** that fit the selection criteria — **298** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

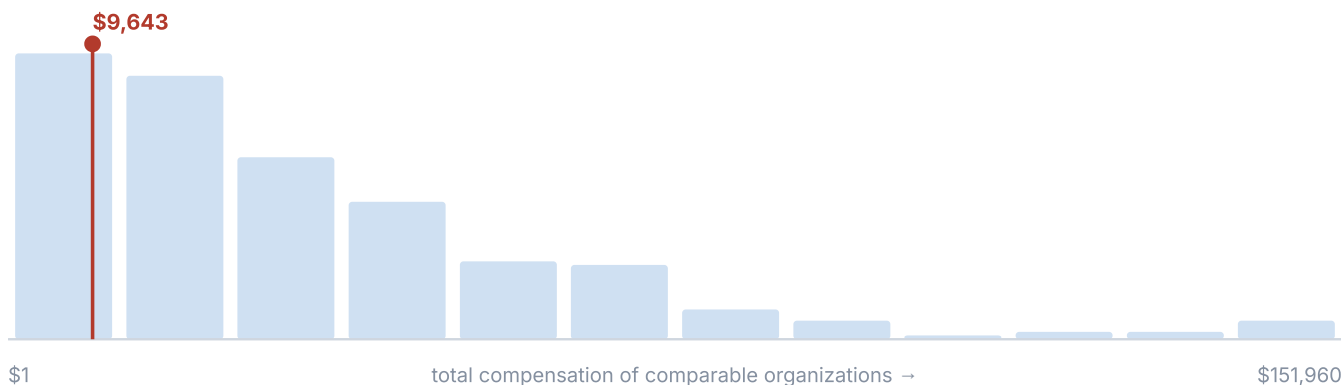
**Benchmarked executive:** Brian Aho — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

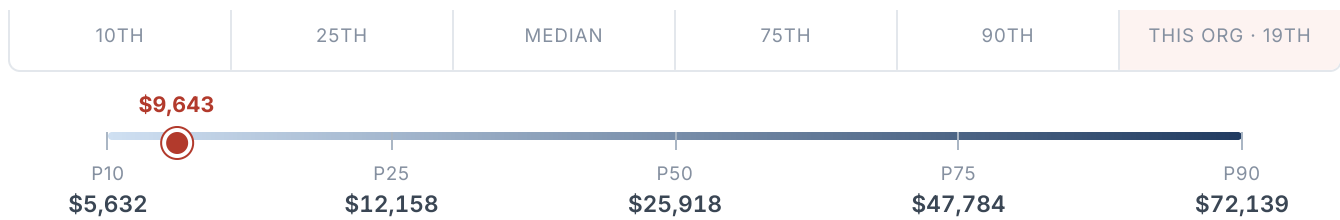
SECTOR	Organizations sharing the subject's NTEE classification (X90Z).
BUDGET	Total revenue between \$51,588 and \$115,497 — 0.67x to 1.50x the subject's \$76,998 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

**298** organizations qualified on sector, size, and geography → **298** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,632	\$12,158	\$25,918	\$47,784	\$72,139	\$9,643
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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 MN 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="#">Craig Walker Coaching Inc</a>	TX	\$76,969	President	\$55,375	<b>\$56,059</b>	2024
<a href="#">Spirit And Truth Ministries Of</a>	OH	\$77,133	Senior Pastor/executive Director	\$19,308	<b>\$20,696</b>	2024
<a href="#">Servant Ministries Inc</a>	LA	\$77,136	Assoc. Pastor	\$30,000	<b>\$33,431</b>	2024
<a href="#">Manna Ministries Inc</a>	TN	\$77,169	Secretary	\$20,400	<b>\$21,701</b>	2024
<a href="#">Crossover Restoration Foundation</a>	TX	\$77,175	President/ceo	\$86,400	<b>\$90,050</b>	2023
<a href="#">Home Heart</a>	MN	\$76,805	President	\$72,400	<b>\$72,400</b>	2024
<a href="#">Xpansion Ministries</a>	TX	\$77,300	President	\$4,800	<b>\$4,859</b>	2024
<a href="#">The Church Christian Fellowship</a>	CA	\$76,627	Pastor	\$27,200	<b>\$24,472</b>	2023
<a href="#">Alliance For Transformational</a>	AZ	\$76,514	President	\$113,162	<b>\$110,140</b>	2024
<a href="#">New Life Fellowship Ministries Inc</a>	MS	\$77,786	President	\$13,200	<b>\$14,878</b>	2024
<a href="#">20d Ministries</a>	CO	\$77,871	President &	\$49,400	<b>\$47,938</b>	2024
<a href="#">Free To Worship Ministries</a>	AZ	\$76,099	Board Member	\$4,322	<b>\$4,207</b>	2024
<a href="#">Shadybrook Inc</a>	OH	\$75,944	Executive Director	\$56,160	<b>\$60,198</b>	2024
<a href="#">Wild (Winning In Life Daily) Ministries</a>	MN	\$78,207	President	\$21,900	<b>\$21,900</b>	2024
<a href="#">Cooperative Baptist Fellowship Of</a>	FL	\$78,220	Coordinator	\$29,913	<b>\$29,279</b>	2023
<a href="#">Mount Olive Missionary Baptist</a>	FL	\$78,474	Pastor	\$11,026	<b>\$10,793</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kerith Springs Lodge Inc</a>	OR	\$78,477	Director	\$1,534	<b>\$1,442</b>	2024
<a href="#">Next Generation Ministries International</a>	VA	\$75,486	Executive Dir.	\$11,000	<b>\$10,749</b>	2024
<a href="#">York Street Project Legacy Fund Inc</a>	NJ	\$78,565	Executive Director/president	\$19,393	<b>\$18,041</b>	2023
<a href="#">Iglesia Cristiana De Restauracion Inc</a>	CA	\$78,576	President	\$28,800	<b>\$25,912</b>	2023
<a href="#">The Word Of God</a>	MI	\$75,414	Treasurer	\$4,261	<b>\$4,451</b>	2024
<a href="#">Noble Maritime Ministries</a>	WA	\$75,330	President	\$76,400	<b>\$69,224</b>	2024
<a href="#">Faith Ministry Evangelistic Assoc</a>	IL	\$78,684	Presidentsenior Pastor	\$11,804	<b>\$12,092</b>	2023
<a href="#">Ronald E Short Evangelistic Associaton</a>	OK	\$75,118	President	\$47,549	<b>\$52,988</b>	2024
<a href="#">Steve Gray Ministries Inc</a>	MO	\$75,092	President	\$59,400	<b>\$63,671</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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** 298 organizations. Compensation range \$1–\$151,960; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$76,998); for reference, expenses \$73,814 and assets \$120,086.

**ROLE MATCH** Brian Aho, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 10 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	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	28 <sup>th</sup>
All sources (D + E + F), adjusted	17 <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 (Brian Aho) 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 298 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,643 is reasonable (approximately the 19<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.