

# Special Force Family Ministries Inc

Executive Director / CEO

EIN 411339757

MO · NTEE L200

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ben Deal, Executive Director / CEO** (\$33,225) against **every comparable organization** that fit the selection criteria — **259** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Ben Deal — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

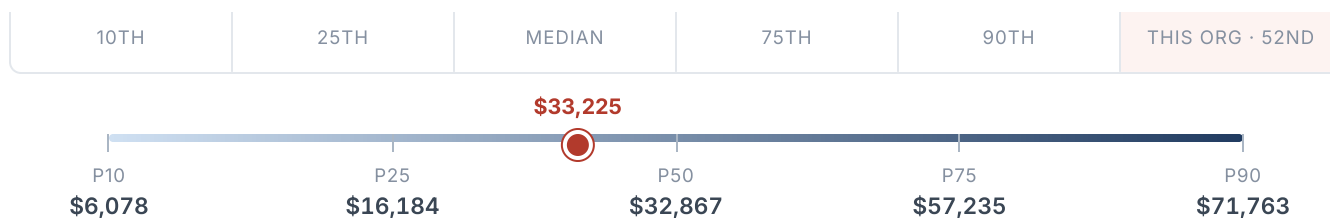
SECTOR	Organizations sharing the subject's NTEE classification (L200).
BUDGET	Total revenue between \$136,179 and \$304,879 — 0.67x to 1.50x the subject's \$203,253 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

**259** organizations qualified on sector, size, and geography → **259** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,078	\$16,184	\$32,867	\$57,235	\$71,763	\$33,225
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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 MO 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="#">Kennebunkport Heritage Housing Trust</a>	ME	\$203,604	Executive Director (Non-voting)	\$75,000	<b>\$70,906</b>	2023
<a href="#">Mid-peninsula San Pedro Inc</a>	CA	\$202,686	Cfo / Assistant Secretary	\$77,467	<b>\$61,345</b>	2024
<a href="#">Preservation Non-profit Housing</a>	MI	\$202,558	President	\$38,599	<b>\$36,537</b>	2024
<a href="#">Forward Assist Inc</a>	MO	\$204,121	President	\$116,311	<b>\$116,311</b>	2023
<a href="#">Muirfield Apartments Inc</a>	CA	\$204,366	Secretary/treasurer	\$37,437	<b>\$30,521</b>	2023
<a href="#">Elisha Ministries Inc</a>	LA	\$204,538	Executive Director	\$39,000	<b>\$39,383</b>	2024
<a href="#">Washington Lane Section 811 Housing</a>	PA	\$204,651	President & Ceo	\$25,525	<b>\$24,033</b>	2023
<a href="#">Sullivan Homes Inc</a>	MO	\$204,854	Treasurer	\$40,145	<b>\$40,145</b>	2023
<a href="#">Vesta Housing Inc</a>	MD	\$205,518	President	\$21,417	<b>\$18,363</b>	2024
<a href="#">House To House Community</a>	AL	\$205,653	Executive Director	\$31,250	<b>\$30,960</b>	2024
<a href="#">Humanity Housing Inc</a>	NV	\$205,854	President, Director	\$56,317	<b>\$51,769</b>	2024
<a href="#">Asi Davis Inc</a>	MN	\$208,437	President	\$65,715	<b>\$61,307</b>	2023
<a href="#">Bethesda Manor Inc</a>	TX	\$209,112	Manager	\$18,000	<b>\$17,000</b>	2023
<a href="#">Network Housing '91 Inc</a>	OH	\$197,210	Ceo (Exited 3.24.25)	\$30,598	<b>\$29,720</b>	2024
<a href="#">Lf Kingman Place Inc</a>	AZ	\$209,751	President/ceo	\$34,911	<b>\$30,790</b>	2024
<a href="#">Delphi Housinginc</a>	IN	\$209,902	Board Presid	\$30,833	<b>\$29,818</b>	2024
<a href="#">Network Housing '90 Inc</a>	OH	\$210,136	Ceo (Exited 3.24.25)	\$30,598	<b>\$29,720</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Black Hills Workshop Residential</a>	SD	\$196,231	Ceo	\$38,491	<b>\$37,953</b>	2025
<a href="#">Site K Inc</a>	CA	\$210,341	President	\$45,067	<b>\$35,688</b>	2024
<a href="#">Glendale Housing Corporation</a>	CA	\$210,867	Chief Executive Officer	\$61,000	<b>\$49,732</b>	2023
<a href="#">4 Bishop Street Inc</a>	MA	\$211,199	Pres. & Ceo	\$15,150	<b>\$12,485</b>	2024
<a href="#">Lexington Community Land Trust</a>	KY	\$211,380	Former Executive Director	\$87,386	<b>\$88,641</b>	2023
<a href="#">Cumberland Court Housing Commission</a>	WI	\$211,695	Secretary	\$34,518	<b>\$33,060</b>	2024
<a href="#">Dela Vina Housing Inc</a>	CA	\$212,068	Executive Director	\$3,602	<b>\$2,853</b>	2024
<a href="#">City Helps Cdc</a>	IL	\$194,169	Executive Director	\$36,667	<b>\$33,058</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	259 organizations. Compensation range \$370–\$267,717; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$203,253); for reference, expenses \$235,030 and assets \$174,195.
ROLE MATCH	Ben Deal, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	172 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	52 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	14 <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 (Ben Deal) 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 259 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,225 is reasonable (approximately the 52<sup>nd</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.