

# Cana Family Institute

Executive Director / CEO

EIN 455000221  
 MN · NTEE X20  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Charles Bielejeski, Executive Director / CEO** (\$18,951) against **every comparable organization** that fit the selection criteria — **845** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

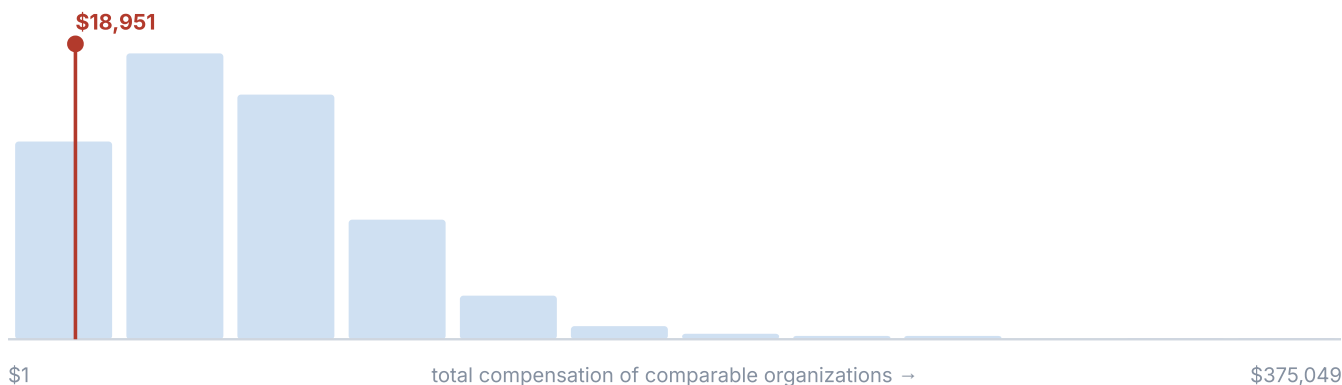
**Benchmarked executive:** Charles Bielejeski — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$297,723 and \$666,546 — 0.67x to 1.50x the subject's \$444,364 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

**845** organizations qualified on sector, size, and geography → **845** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,764	\$34,699	\$59,304	\$89,282	\$116,570	<b>\$18,951</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 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="#">See Forward Ministries</a>	KY	\$444,634	President/executive Director	\$56,100	<b>\$59,248</b>	2024
<a href="#">The Forgotten Church Inc</a>	OK	\$444,042	President	\$26,000	<b>\$28,143</b>	2024
<a href="#">Greg Fritz Ministries Inc</a>	OK	\$443,415	President	\$96,000	<b>\$106,981</b>	2023
<a href="#">Ywam Washington Dc</a>	DC	\$445,411	President	\$96,867	<b>\$83,558</b>	2024
<a href="#">Wavestarters A Nonprofit Corporation</a>	VA	\$443,087	Executive Director	\$120,434	<b>\$114,307</b>	2024
<a href="#">White Horse Missions</a>	SC	\$442,885	President	\$64,800	<b>\$68,415</b>	2023
<a href="#">Levanta Ministries</a>	TX	\$442,759	President	\$36,000	<b>\$35,399</b>	2024
<a href="#">Common Ground Surf</a>	CA	\$442,703	Executive Di	\$69,437	<b>\$60,680</b>	2023
<a href="#">Philadelphia Gospel Movement</a>	PA	\$442,644	Executive Di	\$86,000	<b>\$84,304</b>	2024
<a href="#">Armor Of Light</a>	PA	\$441,786	Administrator	\$40,039	<b>\$40,409</b>	2023
<a href="#">Goby International Ministries</a>	TX	\$446,958	President	\$14,400	<b>\$14,578</b>	2023
<a href="#">Missions Revival Inc</a>	KS	\$441,749	President	\$38,000	<b>\$40,355</b>	2024
<a href="#">Elim Dmv Inc</a>	MD	\$441,739	Sr. Pastor	\$50,000	<b>\$47,308</b>	2023
<a href="#">Rig Global Dfw</a>	TX	\$447,021	Director	\$6,099	<b>\$5,997</b>	2024
<a href="#">Barnabas Ministries</a>	MI	\$441,363	Secretary	\$22,320	<b>\$23,315</b>	2023
<a href="#">Manna Christian Fellowship</a>	NJ	\$441,255	Executive Director	\$129,266	<b>\$110,527</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Cross Ministry Group</a>	CO	\$441,244	Director	\$41,500	<b>\$39,116</b>	2024
<a href="#">The Nehemiah Foundation Of</a>	OH	\$447,876	Executive Di	\$73,954	<b>\$76,996</b>	2024
<a href="#">Kingdom Foundations</a>	GA	\$440,406	President	\$92,075	<b>\$93,694</b>	2023
<a href="#">Brethren Retreat Ministries Inc</a>	IN	\$440,402	Executive Director	\$69,760	<b>\$72,315</b>	2024
<a href="#">Eternal Christendom</a>	CA	\$448,486	President	\$52,000	<b>\$44,138</b>	2024
<a href="#">Campus One80 Ministries Inc</a>	NY	\$448,593	President	\$27,436	<b>\$24,370</b>	2024
<a href="#">Fresh Breath International Worship Center Inc</a>	FL	\$439,248	Pastor	\$44,200	<b>\$42,022</b>	2023
<a href="#">Christ-life Ministries Inc</a>	IA	\$449,525	Executive Director, Board President & Treasurer	\$72,835	<b>\$78,393</b>	2024
<a href="#">New Vision Christian Church</a>	AL	\$449,556	Pastor	\$142,246	<b>\$151,060</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 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 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **845** organizations. Compensation range \$1–\$375,049; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$444,364); for reference, expenses \$492,548 and assets \$65,262.

<b>ROLE MATCH</b>	Charles Bielejeski, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	18 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	<b>11<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>10<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>13<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>10<sup>th</sup></b>

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 (Charles Bielejeski) 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 845 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,951 is reasonable (approximately the 11<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.