

# Briercrest College And Seminary Usa

Executive Director / CEO

EIN 522168278

WA · NTEE B82

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Michael Pawelke, Executive Director / CEO** (\$99,132) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Michael Pawelke — reported title "Officer", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B82).

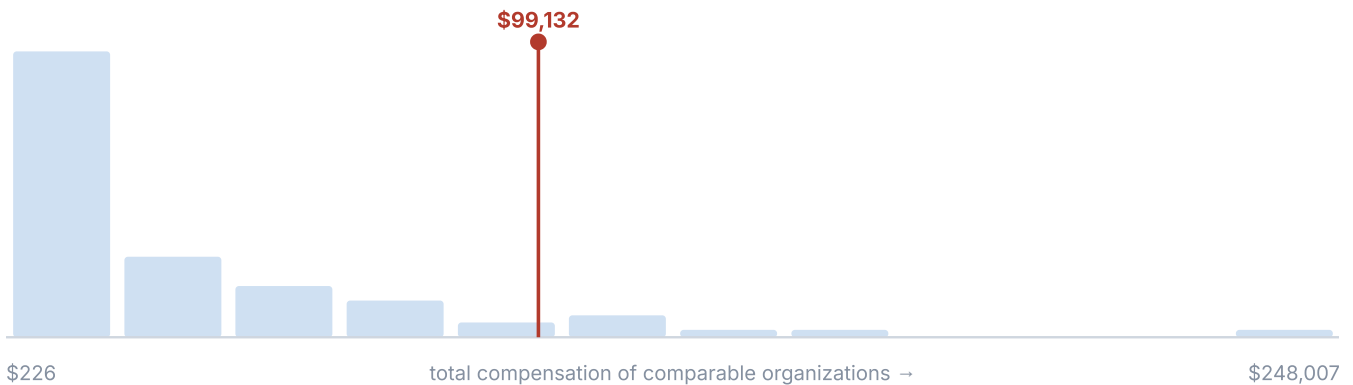
**BUDGET** Total revenue between \$13,901 and \$31,123 — 0.67x to 1.50x the subject's \$20,749 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**70** organizations qualified on sector, size, and geography

→ **70** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,430

\$7,079

\$18,049

\$46,019

\$84,225

**\$99,132**



## ● 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 WA 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="#">Relife Initiatives Corporation</a>	GA	\$20,705	Ceo	\$5,495	<b>\$6,171</b>	2023
<a href="#">The Foundation For Chabot-las Positas Community College District</a>	CA	\$20,521	Treasurer	\$123,893	<b>\$116,064</b>	2024
<a href="#">Readability Matters</a>	CO	\$20,412	Chair	\$60,000	<b>\$62,417</b>	2024
<a href="#">Alumnae Association Of The Lenox Hill</a>	NY	\$21,224	President/editor Of Echo	\$10,000	<b>\$10,093</b>	2023
<a href="#">Sizer School Foundation Inc</a>	MA	\$21,296	Board Memeber	\$6,749	<b>\$6,774</b>	2023
<a href="#">Mcgehee Mens Club Inc</a>	AR	\$20,118	Secretary	\$10,984	<b>\$13,395</b>	2024
<a href="#">Norris Square Education Corporation</a>	PA	\$21,499	Ceo-xiente	\$16,868	<b>\$18,249</b>	2024
<a href="#">The Professional Institute For</a>	PA	\$21,644	Executive Director	\$35,000	<b>\$38,985</b>	2023
<a href="#">The Exploris Foundation</a>	NC	\$22,055	Board Member	\$9,462	<b>\$10,920</b>	2023
<a href="#">Highland School Inc</a>	WV	\$19,261	President	\$500	<b>\$572</b>	2025
<a href="#">The Joy School Endowment Fund</a>	TX	\$19,241	School President/head	\$23,705	<b>\$25,725</b>	2024
<a href="#">Elias E Tucker Trust Fund</a>	ME	\$22,394	President/director	\$228,295	<b>\$248,007</b>	2024
<a href="#">Spotsylvania Education Foundation</a>	VA	\$19,043	Executive Director	\$5,049	<b>\$5,445</b>	2023
<a href="#">Faribault Rotary Youth Services Inc</a>	MN	\$19,024	President	\$6,400	<b>\$6,684</b>	2025
<a href="#">South Central Library System Foundation</a>	WI	\$18,899	Secretary	\$32,631	<b>\$38,064</b>	2023
<a href="#">Dr J E Green Educational Trust</a>	AL	\$18,849	Trustee	\$11,975	<b>\$14,450</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Building Industry Association Of</a>	OH	\$18,843	Executive Director	\$16,606	<b>\$19,645</b>	2023
<a href="#">Achieving Academic Success</a>	CO	\$22,822	Executive Director	\$17,050	<b>\$17,737</b>	2024
<a href="#">Local 417 Scholarship Fund</a>	NY	\$22,978	Trustee	\$108,364	<b>\$103,495</b>	2025
<a href="#">The Ernest Becker Foundation</a>	WA	\$18,459	Executive Director	\$14,900	<b>\$14,900</b>	2023
<a href="#">Tlbu Foundation Inc</a>	NJ	\$18,289	Secretary/treasurer	\$30,000	<b>\$28,310</b>	2025
<a href="#">Literacy Volunteers Of Fauquier County</a>	VA	\$23,398	Executive Director	\$11,000	<b>\$11,522</b>	2024
<a href="#">Laker Educational Foundation</a>	MN	\$23,401	Executive Dir.	\$6,590	<b>\$6,882</b>	2025
<a href="#">Educate Nky Inc</a>	KY	\$23,868	President &	\$114,583	<b>\$133,555</b>	2024
<a href="#">Mcfarlane-cure Charitable Trust</a>	WI	\$23,904	Trustee	\$200	<b>\$226</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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** 70 organizations. Compensation range \$226–\$248,007; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$20,749); for reference, expenses \$0 and assets \$21,020. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Michael Pawelke, reported title "*Officer*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	53 <sup>rd</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 (Michael Pawelke) 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 70 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,132 is reasonable (approximately the 91<sup>st</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.