

# Biblical Counseling Ministries Worldwide Inc

Executive Director / CEO

EIN 562579288

CA · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Andrew Rogers, Executive Director / CEO** (\$57,676) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33<sup>rd</sup>** percentile of comparable organizations within the typical range

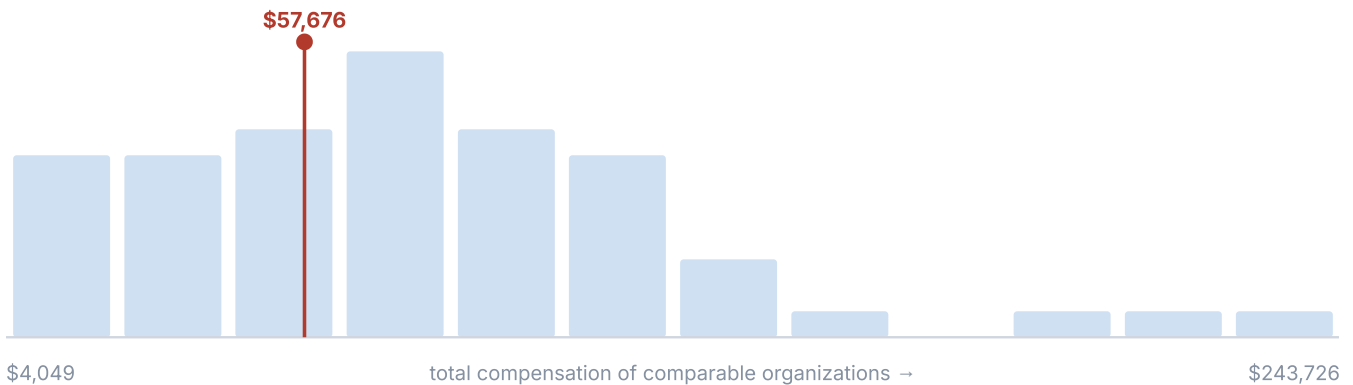
**Benchmarked executive:** Andrew Rogers — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$327,671 and \$733,593 — 0.67x to 1.50x the subject's \$489,062 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99) + CA + budget 0.67–1.5x revenue.

**55** organizations qualified on sector, size, and geography → **55** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,035	\$43,365	\$78,121	\$103,483	\$130,480	\$57,676
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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 CA 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="#">Paramedic Resources Inc</a>	CA	\$474,692	Board Member	\$13,000	<b>\$13,000</b>	2024
<a href="#">Curriki</a>	CA	\$505,735	Ceo	\$243,726	<b>\$243,726</b>	2024
<a href="#">Coongie</a>	CA	\$470,846	Treasurer/ed	\$11,111	<b>\$11,439</b>	2023
<a href="#">Cardiovascular Implant Durability Inc</a>	CA	\$507,995	President	\$70,000	<b>\$72,068</b>	2023
<a href="#">The Conscious Kid</a>	CA	\$465,081	Executive Dir.	\$135,000	<b>\$135,000</b>	2024
<a href="#">Una Vida Esta Vida</a>	CA	\$464,152	President	\$14,500	<b>\$14,500</b>	2024
<a href="#">Botanical Bus</a>	CA	\$455,172	Exec Direc/ Board Pres	\$74,880	<b>\$77,092</b>	2023
<a href="#">Go And Love Foundation</a>	CA	\$532,991	Ceo	\$92,578	<b>\$92,578</b>	2024
<a href="#">Abundant Education</a>	CA	\$433,979	Ceo	\$98,500	<b>\$98,500</b>	2024
<a href="#">Willie L Brown Jr Institute On</a>	CA	\$429,244	Executive Director	\$115,566	<b>\$115,566</b>	2024
<a href="#">Stiles Hall</a>	CA	\$549,738	Executive Director	\$128,646	<b>\$132,446</b>	2023
<a href="#">Sati Center For Buddhist Studies</a>	CA	\$425,533	Treasurer	\$36,000	<b>\$35,072</b>	2025
<a href="#">Avasant Foundation</a>	CA	\$419,508	Exec Director	\$4,049	<b>\$4,049</b>	2024
<a href="#">Roots Action Education Fund</a>	CA	\$418,199	National Director	\$98,028	<b>\$98,028</b>	2024
<a href="#">San Francisco Public Press</a>	CA	\$562,012	Director & Secretary	\$27,946	<b>\$27,946</b>	2024
<a href="#">Bluedoor Education Center Inc</a>	CA	\$409,390	Treasurer	\$62,508	<b>\$62,508</b>	2024
<a href="#">Los Angeles Press Club</a>	CA	\$571,146	Executive Dir.	\$103,681	<b>\$106,743</b>	2023
<a href="#">Santa Ana Education Facilities</a>	CA	\$405,324	Executive Director	\$52,091	<b>\$52,091</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Compass For Affordable Housing</a>	CA	\$404,252	Executive Director	\$65,697	<b>\$67,638</b>	2023
<a href="#">City Learners Inc DbA My City School</a>	CA	\$403,881	Executive Dir.	\$100,223	<b>\$100,223</b>	2024
<a href="#">Northern Valley Harm Reduction Coalition</a>	CA	\$578,085	Director	\$26,712	<b>\$26,712</b>	2024
<a href="#">Arts Media And Entertainment Institute Inc</a>	CA	\$399,515	Executive Director	\$82,378	<b>\$82,378</b>	2024
<a href="#">Conflict Resolution Center</a>	CA	\$590,573	Executive Dir.	\$87,763	<b>\$90,355</b>	2023
<a href="#">Oakland Digital Arts And Literacy Center Inc</a>	CA	\$382,357	Executive Director	\$94,800	<b>\$97,600</b>	2023
<a href="#">Building Equity Aspiration Resilience</a>	CA	\$378,984	President Ceo	\$104,000	<b>\$107,072</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	55 organizations. Compensation range \$4,049–\$243,726; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$489,062); for reference, expenses \$429,163 and assets \$114,913.
ROLE MATCH	Andrew Rogers, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS**      3 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	33 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	36 <sup>th</sup>
All sources (D + E + F), adjusted	31 <sup>st</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 (Andrew Rogers) 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 55 similarly situated organizations (Same NTEE sector (B99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,676 is reasonable (approximately the 33<sup>rd</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.