

Society Of Christian Ethics

Executive Director / CEO

EIN 586048444

NJ · NTEE X03

FY ending 2023-09-30

June 9, 2026

This analysis benchmarks the total compensation of **J Andrew Edwards, Executive Director / CEO** (\$3,240) against **every comparable organization** that fit the selection criteria — **1653** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **2nd** percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: J Andrew Edwards — reported title “DIGITAL CONTENT PRODUCER”, 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 (X03). |
| BUDGET | Total revenue between \$138,492 and \$310,057 — 0.67x to 1.50x the subject's \$206,705 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue. |

1,653 organizations qualified on sector, size, and geography → **1,653** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,375

\$28,249

\$51,791

\$85,041

\$118,325

\$3,240

| | | | | | |
|------|------|--------|------|------|----------------|
| 10TH | 25TH | MEDIAN | 75TH | 90TH | THIS ORG · 2ND |
|------|------|--------|------|------|----------------|

\$3,240



■ 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 NJ 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 |
|--|-------|-----------|---------------------|-----------------|------------------|------|
| Christian Healing Network | CO | \$206,697 | Executive Dir. | \$32,815 | \$33,349 | 2025 |
| True Daughters Inc | NC | \$206,637 | President | \$68,958 | \$79,804 | 2023 |
| Gap At Sawmill Meadow | TX | \$206,782 | Vice President | \$3,000 | \$3,265 | 2024 |
| The Fig Tree | WA | \$206,620 | Editor Publisher | \$42,000 | \$42,116 | 2023 |
| The 102 Project | NE | \$206,598 | Executive Di | \$40,000 | \$46,803 | 2024 |
| International Association Of Baptist Colleges And Universities | TX | \$206,826 | Executive Secretary | \$48,750 | \$53,051 | 2024 |
| The Trucking Collective Inc | MI | \$206,839 | Executive Director | \$96,051 | \$107,854 | 2024 |
| Salem House Of Prayer | OR | \$206,855 | Director | \$36,843 | \$38,321 | 2023 |
| Merea Ministry Inc | MS | \$206,858 | Executive Director | \$12,971 | \$16,180 | 2023 |
| Restoration Ministries | MN | \$206,537 | Executive Di | \$72,000 | \$77,396 | 2024 |
| Measured Tones Institute Of Quran | TN | \$206,890 | Executive Director | \$41,266 | \$47,188 | 2024 |
| Jewish Council Of North Central Florida | FL | \$206,515 | Executive Director | \$76,040 | \$77,711 | 2024 |
| Christians For Messiah Ministries | SC | \$206,895 | President | \$70,956 | \$80,530 | 2024 |
| Underground House Of Prayer | SD | \$206,489 | President | \$15,667 | \$19,366 | 2023 |
| Foundation For Spiritual Development | CA | \$206,450 | Executive Dir. | \$85,136 | \$82,338 | 2023 |
| Kingdom Of Grace Ministries | CA | \$206,961 | Ceo & Senior Pastor | \$56,950 | \$55,079 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|-----------------------|-----------------|-----------------|------|
| Scph Legacy Corporation | OH | \$207,055 | President | \$36,750 | \$42,345 | 2024 |
| Sweet Monday Inc | VA | \$206,351 | Executive Di | \$25,700 | \$26,996 | 2024 |
| Lifecycles Inc | PA | \$206,324 | Executive Di | \$48,510 | \$54,182 | 2023 |
| Palbar Ling Center | CA | \$206,296 | President | \$6,000 | \$5,636 | 2024 |
| Light For Life International Inc | GA | \$207,142 | Executive Di | \$30,000 | \$33,785 | 2023 |
| Brenda Walsh Ministries | TN | \$206,263 | President | \$30,352 | \$35,733 | 2023 |
| Mountain Meadow Ranch Bible Camp | AZ | \$207,263 | Camp Director/manager | \$62,830 | \$67,677 | 2023 |
| Frazor Evangelistic Association | SC | \$207,276 | President | \$36,400 | \$44,275 | 2022 |
| Simply Worship Inc | SC | \$206,064 | President | \$41,650 | \$48,666 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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.

Sample, role match & sensitivity

| | |
|-----------------|--|
| PEER COUNT | 1653 organizations. Compensation range \$60–\$514,870; filing years 2020–2025. |
| SIZE BASIS | Matched on total revenue (\$206,705); for reference, expenses \$254,136 and assets \$959,194. |
| ROLE MATCH | J Andrew Edwards, reported title <i>"DIGITAL CONTENT PRODUCER"</i> , 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 | 58 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |

OUTLIERS 39 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 | 2 nd |
| Total compensation (D + F), as reported (no adjustments) | 2 nd |
| Reportable pay only (column D), adjusted | 7 th |
| All sources (D + E + F), adjusted | 2 nd |

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 (J Andrew Edwards) 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 1653 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,240 is reasonable (approximately the 2nd 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.