

Chinese Christian Training

Executive Director / CEO

EIN 680382101

CA · NTEE X20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Stephen Chang, Executive Director / CEO** (\$25,200) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

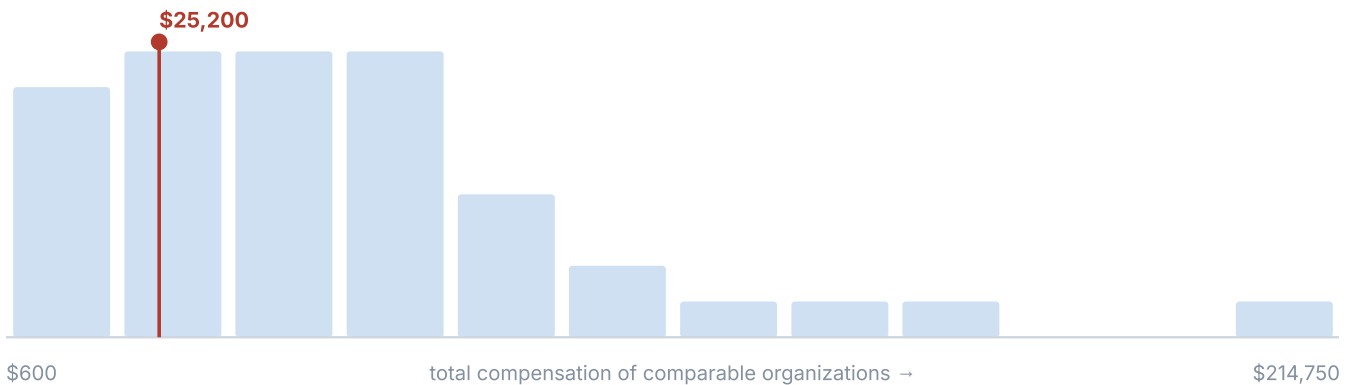
Benchmarked executive: Stephen Chang — reported title “GN SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$101,496 and \$227,230 — 0.67x to 1.50x the subject's \$151,487 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + CA + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,654	\$20,980	\$50,000	\$69,934	\$101,405	\$25,200
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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
Religious Of The Incarnate Word	CA	\$148,616	Chief Executive Officer	\$21,000	\$20,398	2024
Iglesia De Intercesion Encuentro Con Dios	CA	\$154,427	Chief Executive Officer	\$19,740	\$19,174	2024
Renewal	CA	\$155,404	Ceo	\$5,821	\$5,654	2024
Episcopal Network For Stewardship Inc	CA	\$139,464	Executive Director	\$61,200	\$61,200	2023
Mary James Ministries Inc	CA	\$137,998	President	\$50,000	\$50,000	2023
Rock Builders Christian Ministries	CA	\$137,009	President	\$23,250	\$22,583	2024
Glorious Silver Mission	CA	\$167,187	Ceo	\$61,581	\$59,814	2024
Arts And Entertainment Ministries	CA	\$131,574	President	\$71,190	\$69,148	2024
Bay Area Christian Short Term	CA	\$173,493	Ed Of Operation	\$54,994	\$54,994	2023
Capilla De Gracia	CA	\$128,712	President	\$600	\$600	2023
Iglesia De Cristo Armonia Llamada Final	CA	\$174,288	Bahena	\$46,000	\$44,680	2024
Sola Network Inc	CA	\$125,608	Cfo	\$2,371	\$2,303	2024
Kingdom Strategies International	CA	\$119,229	President And Executive Director	\$52,000	\$50,508	2024
Unity Mission International	CA	\$183,942	Ceo	\$48,000	\$46,623	2024
Good Dirt Coalition	CA	\$187,277	Ceo	\$26,500	\$26,500	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Milal Mission In Northern California	CA	\$188,203	Chairman	\$57,780	\$57,780	2023
Iglesia Del Dios Vivo El Buen Pastor San Jose Ca	CA	\$188,678	Ceo	\$27,560	\$26,769	2024
Adullam Church	CA	\$189,702	President	\$51,200	\$49,731	2024
Adoremus Society For The Renewal Of Sacred Liturgy	CA	\$112,260	Editor	\$40,650	\$39,484	2024
Igle	CA	\$108,799	President	\$21,600	\$20,980	2024
Nexus Mission	CA	\$106,545	Director	\$14,400	\$14,400	2023
That Day	CA	\$197,109	President	\$214,750	\$214,750	2023
Global Companions International Inc	CA	\$198,443	Ceo	\$1,000	\$971	2024
Children Ministries International	CA	\$104,068	Founder, President, Chairman Of The Board	\$91,310	\$91,310	2023
Amp Ministries Inc	CA	\$199,348	President	\$72,000	\$69,934	2024

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

■ Sample, role match & sensitivity

PEER COUNT 41 organizations. Compensation range \$600–\$214,750; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$151,487); for reference, expenses \$294,126 and assets \$220,464. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Stephen Chang, reported title *"GN SECRETARY"*, 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.**

OUTLIERS 2 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	32 nd
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	32 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 (Stephen Chang) 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 41 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,200 is reasonable (approximately the 32nd 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.