

Chi Jen Foundation

Executive Director / CEO

EIN 760646514
TX · NTEE X50
FY ending 2024-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Li-chen Tang, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **250** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

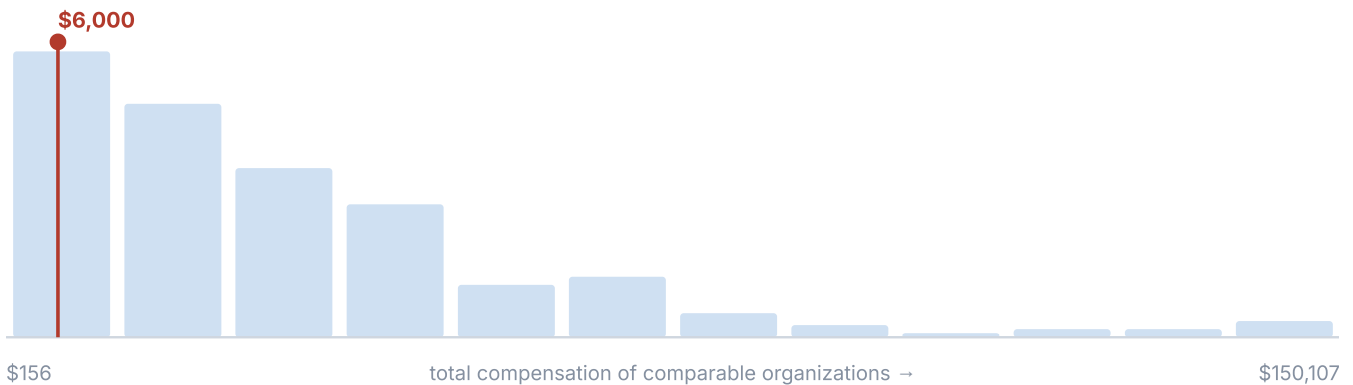
Benchmarked executive: Li-chen Tang — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

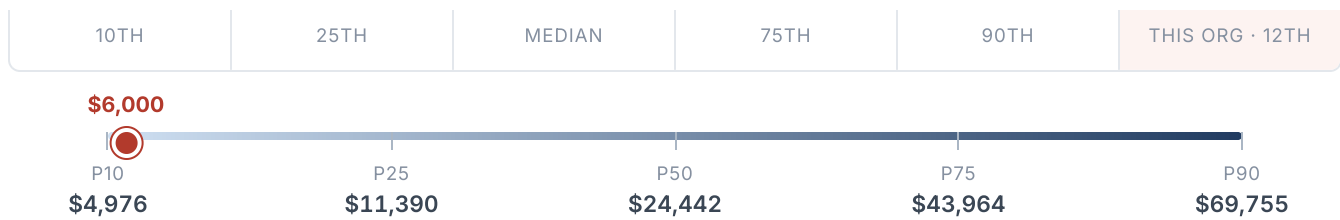
SECTOR	Organizations sharing the subject's NTEE classification (X50).
BUDGET	Total revenue between \$44,961 and \$100,660 — 0.67x to 1.50x the subject's \$67,107 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

250 organizations qualified on sector, size, and geography → **250** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,976	\$11,390	\$24,442	\$43,964	\$69,755	\$6,000
---------	----------	----------	----------	----------	----------------



■ 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 TX 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
By The Spirit Ministries Christian Church Inc	MD	\$67,062	Bishop	\$14,400	\$13,856	2023
Harry Seigle Foundation	IL	\$67,013	Secretary	\$143,538	\$141,071	2024
Islamic Community Of Akron	OH	\$66,916	Native Language Teacher	\$12,000	\$12,706	2024
In His Steps Christian Recovery Home	CA	\$66,636	Acting Director	\$54,720	\$47,236	2024
Islamic Society Of Utah	UT	\$67,812	Iman	\$53,000	\$54,227	2024
World Revival Ministries Inc	FL	\$67,957	President	\$75,760	\$71,149	2024
Crane Family Foundation	OH	\$66,195	Secretary	\$105,945	\$115,490	2023
Acts Ongoing	TX	\$68,102	President	\$32,940	\$32,940	2024
Christian Ministry Center	MN	\$68,110	President	\$9,000	\$9,153	2023
The Voice Of Triumph Inc	TN	\$66,000	Secretary	\$6,200	\$6,707	2023
General Intercessors	OH	\$68,336	Director	\$5,500	\$5,824	2024
Lilias Trotter Legacy Inc	FL	\$65,804	Treasurer	\$18,720	\$18,842	2022
Jeff Lucas International Ministries Inc	CO	\$68,588	President/dir	\$87,000	\$83,396	2024
United Research Inc	NC	\$65,623	V/p	\$3,237	\$3,258	2025
The Masters Theatre Inc	ND	\$65,549	President	\$31,000	\$35,014	2023
Rec Ministries	GA	\$65,512	President	\$72,000	\$74,510	2023
Korean Evangelical Methodist Church Of Minnesota	MN	\$68,815	Rev.	\$20,000	\$20,340	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Consequential Christianity	SC	\$65,182	Director	\$114,260	\$119,164	2024
Love Unlimited Community Church	CA	\$64,997	Founders Pastor Ceo	\$13,800	\$11,913	2024
Search For Me Ministries Inc	PA	\$64,971	President And Director	\$47,930	\$47,783	2024
Mustard Seed Cottage	GA	\$64,912	Director	\$7,542	\$7,581	2024
Reflections Of Grace Performing Arts School Inc	WI	\$69,485	Executive Director And President	\$28,520	\$30,655	2023
Conexion City Inc	FL	\$69,496	Blanco	\$21,300	\$20,003	2024
Cross Culture Ministries Inc	CO	\$69,562	Chairman/pre	\$10,468	\$10,034	2024
North America Mainland Chinese Mission	NM	\$64,499	Pastoral And Executive Minister	\$32,376	\$35,839	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	250 organizations. Compensation range \$156–\$150,107; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$67,107); for reference, expenses \$109,906 and assets \$722,800. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Li-chen Tang, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 11 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	12 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	12 th

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 (Li-chen Tang) 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 10, 2026, comparing compensation against 250 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 12th 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 10, 2026.