

Adullam Church

Executive Director / CEO

EIN 770571386

CA · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Abraham Chang, Executive Director / CEO** (\$51,200) against **every comparable organization** that fit the selection criteria — **64** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

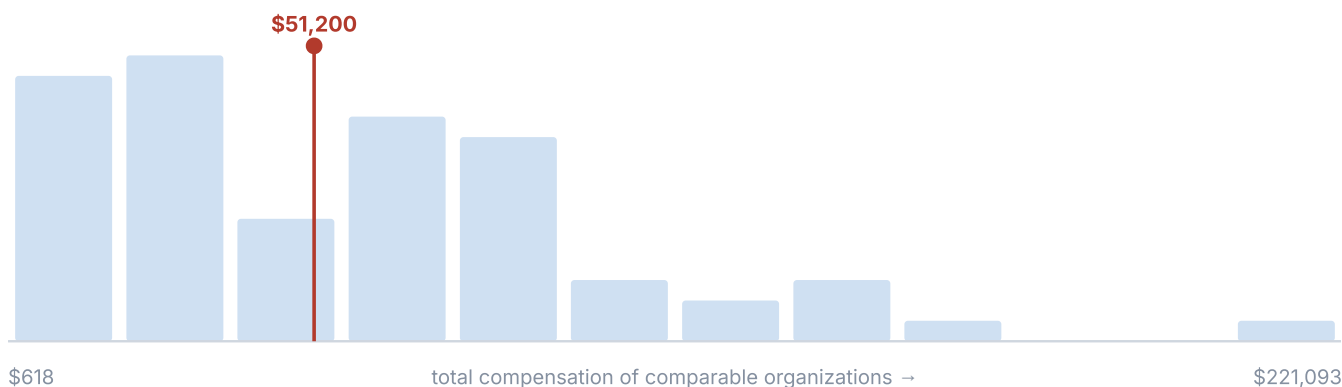
Benchmarked executive: Abraham Chang — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$127,100 and \$284,553 — 0.67x to 1.50x the subject's \$189,702 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + CA + budget 0.67–1.5x revenue.

64 organizations qualified on sector, size, and geography → **64** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,912	\$21,000	\$53,389	\$78,957	\$116,020	\$51,200
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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
Iglesia Del Dios Vivo El Buen Pastor San Jose Ca	CA	\$188,678	Ceo	\$27,560	\$27,560	2024
Milal Mission In Northern California	CA	\$188,203	Chairman	\$57,780	\$59,487	2023
Good Dirt Coalition	CA	\$187,277	Ceo	\$26,500	\$27,283	2023
Unity Mission International	CA	\$183,942	Ceo	\$48,000	\$48,000	2024
That Day	CA	\$197,109	President	\$214,750	\$221,093	2023
Global Companions International Inc	CA	\$198,443	Ceo	\$1,000	\$1,000	2024
Amp Ministries Inc	CA	\$199,348	President	\$72,000	\$72,000	2024
Missionaries To Ministers	CA	\$201,142	President/treasurer	\$145,919	\$150,229	2023
The Well Inc	CA	\$201,261	Ceo & Exec D	\$3,750	\$3,750	2024
The Bonhoeffer Project	CA	\$201,512	Board Member	\$55,300	\$55,300	2024
Bible Translation Fellowship	CA	\$202,584	President And Board Member	\$123,743	\$123,743	2024
Iglesia De Cristo Armonia Llamada Final	CA	\$174,288	Bahena	\$46,000	\$46,000	2024
Bay Area Christian Short Term	CA	\$173,493	Ed Of Operation	\$54,994	\$56,618	2023
Kingdom Of Grace Ministries	CA	\$206,961	Ceo & Senior Pastor	\$56,950	\$58,632	2023
Centro De Vida International Church Movement	CA	\$207,485	Secretary	\$21,000	\$21,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hart Ministries	CA	\$212,140	Chairman	\$13,000	\$13,000	2024
Glorious Silver Mission	CA	\$167,187	Ceo	\$61,581	\$61,581	2024
Arborspring Retreat House	CA	\$213,572	President & Chair	\$82,013	\$82,013	2024
Fathers Touch Ministries Inc	CA	\$214,121	President	\$90,000	\$90,000	2024
Espada De Dos Filos Ministerios Ebenezer	CA	\$214,423	Chief Executive Officer	\$72,000	\$72,000	2024
Solid Rock Apostolic And Prophetic	CA	\$214,546	Ceo	\$78,000	\$78,000	2024
Shema Center For Christian Formation	CA	\$215,497	Ceo	\$104,400	\$104,400	2024
Calvary Way Ministries Inc	CA	\$218,215	President	\$142,761	\$142,761	2024
Loving And Leading Others	CA	\$222,844	Executive Director	\$45,000	\$45,000	2024
Wixim Ministries Inc	CA	\$223,081	President	\$85,500	\$85,500	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 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.

■ Sample, role match & sensitivity

PEER COUNT 64 organizations. Compensation range \$618–\$221,093; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$189,702); for reference, expenses \$200,059 and assets \$85,588.

ROLE MATCH Abraham Chang, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 1 peer 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	48 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	48 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 (Abraham 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 64 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,200 is reasonable (approximately the 48th 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.