

# Chaplains In Schools Inc

Executive Director / CEO

EIN 811185411

WI · NTEE X19

FY ending 2021-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Paul Steinberg, Executive Director / CEO** (\$80,216) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

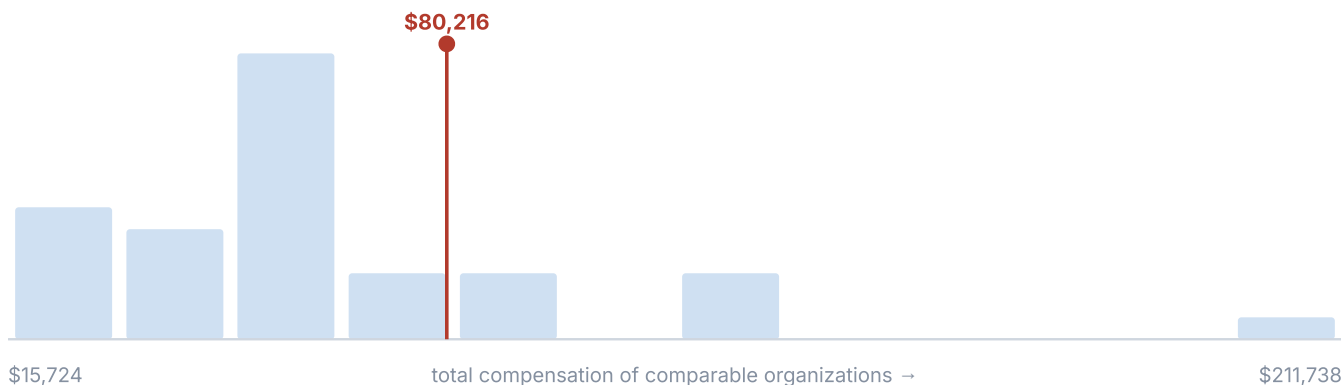
**Benchmarked executive:** Paul Steinberg — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X19).
BUDGET	Total revenue between \$274,909 and \$615,468 — 0.67x to 1.50x the subject's \$410,312 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X19), nationwide + budget 0.67–1.5x revenue.

**34** organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,066	\$44,296	\$52,864	\$73,028	\$115,430	\$80,216
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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 WI 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="#">Field Life</a>	TX	\$416,700	Executive Director	\$93,843	<b>\$77,649</b>	2024
<a href="#">El Puente-hispanic Ministry</a>	MO	\$423,167	Executive Di	\$59,033	<b>\$51,720</b>	2024
<a href="#">Village To Village Ministries Intern</a>	PA	\$391,019	Admin	\$63,150	<b>\$50,750</b>	2025
<a href="#">Lead With Your Life Inc</a>	CA	\$437,847	President	\$177,666	<b>\$126,903</b>	2024
<a href="#">Impact Ministries Of Myrtle Beach</a>	SC	\$369,915	Executive Director	\$65,000	<b>\$56,092</b>	2024
<a href="#">Glocal Mission</a>	TX	\$453,760	President	\$117,219	<b>\$96,992</b>	2024
<a href="#">Family Affair Ministries Inc</a>	TN	\$454,451	Ceo	\$60,480	<b>\$52,587</b>	2024
<a href="#">Great Hunt For God Inc</a>	OR	\$362,328	President/director	\$61,100	<b>\$46,935</b>	2024
<a href="#">The Advance Initiative</a>	PA	\$462,623	President	\$19,062	<b>\$15,724</b>	2024
<a href="#">Chatham Transitional Ministries Inc</a>	GA	\$357,223	Ministry Coordinator	\$52,630	<b>\$43,773</b>	2024
<a href="#">Love In The Name Of Christ Of</a>	OR	\$465,098	Executive Di	\$55,056	<b>\$42,292</b>	2024
<a href="#">His Vessel Ministries</a>	AL	\$355,318	President	\$83,962	<b>\$75,031</b>	2024
<a href="#">Responder Life</a>	OR	\$465,889	Former Presi	\$84,742	<b>\$67,019</b>	2023
<a href="#">College &amp; Career Ministries Inc</a>	CA	\$353,936	Exec Director	\$24,480	<b>\$18,002</b>	2023
<a href="#">Living Waters Christian Canoe Camp</a>	KS	\$344,938	Chair	\$21,900	<b>\$19,571</b>	2024
<a href="#">Appointment Congo</a>	NC	\$339,641	President	\$62,175	<b>\$53,141</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Connect The World</a>	PA	\$336,428	Minister	\$249,320	<b>\$211,738</b>	2023
<a href="#">Khalsa Family Farms</a>	NM	\$331,370	Director	\$51,550	<b>\$45,863</b>	2024
<a href="#">Forgiven Ministry Inc</a>	NC	\$327,084	President	\$22,645	<b>\$19,926</b>	2023
<a href="#">Mission Four18 Inc</a>	TN	\$496,501	Executive Director	\$62,875	<b>\$54,669</b>	2024
<a href="#">Every Man Ministries Inc</a>	CA	\$513,088	President	\$120,000	<b>\$88,245</b>	2023
<a href="#">Barnabas Ministries Inc</a>	MA	\$296,825	Executive Director	\$45,217	<b>\$32,744</b>	2025
<a href="#">Lightsys Technology Services Inc</a>	CO	\$288,665	President/ceo And Board Member	\$78,440	<b>\$62,216</b>	2024
<a href="#">Biblical Counseling Coalition Inc</a>	IN	\$287,638	Exec. Direct	\$71,524	<b>\$62,391</b>	2024
<a href="#">Rugged Cross Ranch Ministries</a>	OR	\$533,189	President	\$30,000	<b>\$23,726</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI cost of living and 2021 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 WI 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	<b>34</b> organizations. Compensation range \$15,724–\$211,738; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$410,312); for reference, expenses \$355,996 and assets \$158,404.
ROLE MATCH	Paul Steinberg, reported title <i>"Executive Director"</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** 4 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	71 <sup>st</sup>
Reportable pay only (column D), adjusted	38 <sup>th</sup>
All sources (D + E + F), adjusted	74 <sup>th</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 (Paul Steinberg) 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 34 similarly situated organizations (Same NTEE sector (X19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,216 is reasonable (approximately the 79<sup>th</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.