

Christian Science Committee On

Executive Director / CEO

EIN 820654218

CA · NTEE X20

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Heather Tice, Executive Director / CEO** (\$49,170) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

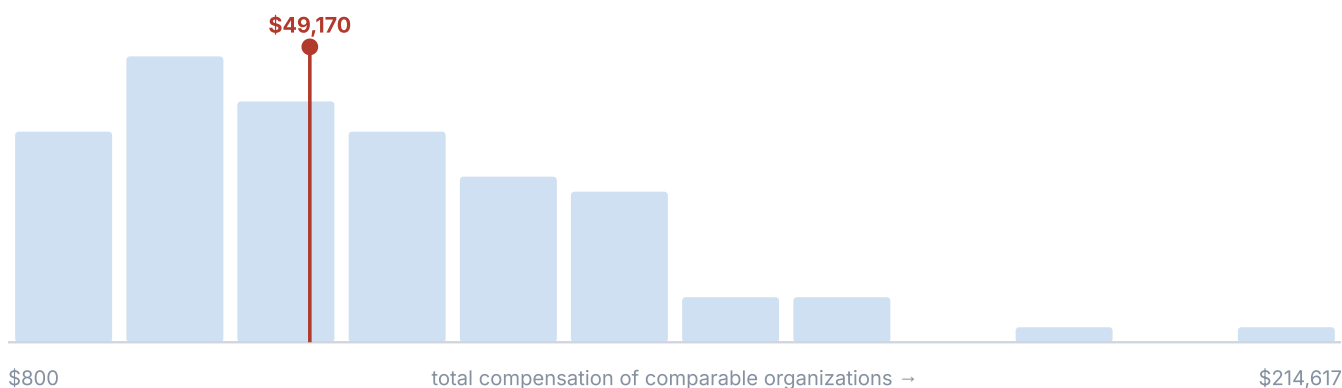
Benchmarked executive: Heather Tice — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (X20).
- BUDGET** Total revenue between \$248,002 and \$555,229 — 0.67x to 1.50x the subject's \$370,153 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (X20) + CA + budget 0.67–1.5x revenue.

92 organizations qualified on sector, size, and geography → **92** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,988	\$30,243	\$52,667	\$81,913	\$102,157	\$49,170
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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
Japanese Christian Fellowship	CA	\$370,133	Internationa	\$37,404	\$38,509	2023
A Committment To Our Roots Inc	CA	\$369,823	President	\$83,500	\$85,966	2023
Willow Christian Academy	CA	\$369,642	Program Dire	\$30,600	\$30,600	2024
Jesus Is The Answer Inc	CA	\$371,517	President	\$36,000	\$36,000	2024
Miqlat Inc	CA	\$373,363	Treasurer	\$69,700	\$71,759	2023
International University And Theological	CA	\$375,379	Ceo	\$30,000	\$29,227	2025
Center For Biblical Unity	CA	\$364,864	Founder & President	\$95,741	\$98,569	2023
Appleseed Ministry Group Inc	CA	\$364,380	Executive Director	\$57,600	\$57,600	2024
Love Defined	CA	\$363,204	President/direc	\$50,400	\$50,400	2024
Prison Ministry Of America Inc	CA	\$377,362	Chairman/executive Director	\$45,325	\$45,325	2024
Vietnam Ministries Inc	CA	\$359,315	President	\$62,022	\$62,022	2024
Revelation Ministries Incorporated	CA	\$382,335	President/founder	\$28,640	\$28,640	2024
Illustra Media	CA	\$357,902	President	\$800	\$800	2024
Ann Ree Colton Foundation Of Niscience	CA	\$357,776	Director	\$43,039	\$43,039	2024
Evangelicals For Social Action - Fresno	CA	\$357,472	Exec Director	\$75,124	\$75,124	2024
Word To Russia	CA	\$384,186	Mysin	\$29,704	\$30,581	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Faithquest Missions	CA	\$355,360	President	\$96,000	\$98,836	2023
Oak Health Foundation	CA	\$354,804	Ceo	\$19,353	\$19,925	2023
In Yahshua's Name Inc	CA	\$352,256	President	\$52,500	\$54,051	2023
Ondas De Vida Network	CA	\$352,139	President	\$26,400	\$27,180	2023
Kesed Seminars	CA	\$351,314	Executive Director	\$96,000	\$98,836	2023
Calvary Chapel Of Temecula Valley	CA	\$389,499	President/ceo	\$24,000	\$24,000	2024
Iglesia De Dios Camino De Santidad Inc	CA	\$390,803	Chief Executive Officer	\$52,000	\$52,000	2024
North County Project	CA	\$391,524	Co-director	\$93,819	\$91,401	2025
Beacon Light Mission	CA	\$392,221	Secretary	\$70,874	\$70,874	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 92 organizations. Compensation range \$800–\$214,617; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$370,153); for reference, expenses \$132,748 and assets \$957,574. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Heather Tice, reported title "*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.**

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	42 nd
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	41 st

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 (Heather Tice) 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 92 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,170 is reasonable (approximately the 42nd 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.