

# Dmu - Unveil

Executive Director / CEO

EIN 830852574

MN · NTEE X21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lowell Seashore, Executive Director / CEO** (\$150,000) against **every comparable organization** that fit the selection criteria — **267** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93<sup>rd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

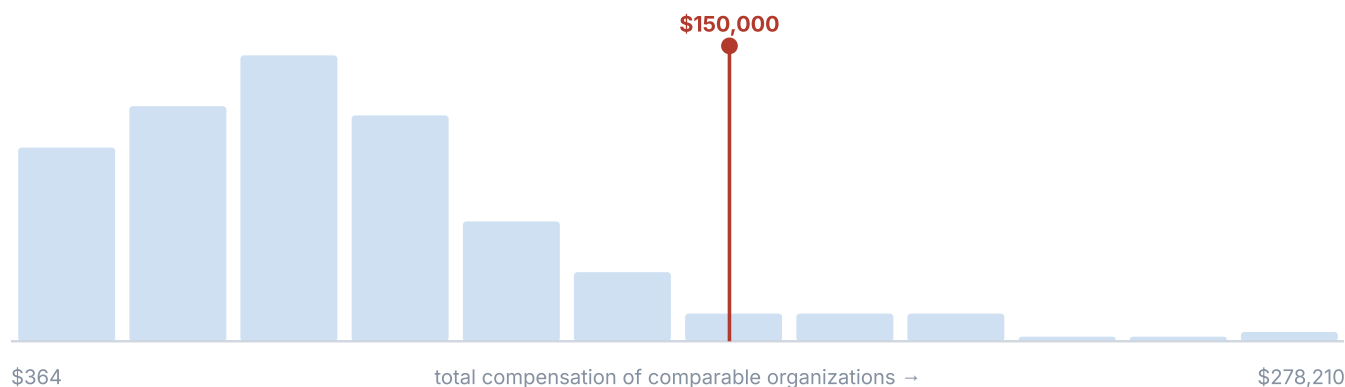
**Benchmarked executive:** Lowell Seashore — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$312,848 and \$700,407 — 0.67x to 1.50x the subject's \$466,938 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

**267** organizations qualified on sector, size, and geography → **267** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,080	\$33,325	\$61,500	\$89,588	\$128,266	<b>\$150,000</b>
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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 MN 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="#">Snowboarders &amp; Skiers For Christ</a>	CO	\$467,178	President	\$56,400	<b>\$54,731</b>	2024
<a href="#">Bear Lake Camp Inc</a>	IN	\$466,188	Executive Director	\$45,456	<b>\$48,513</b>	2024
<a href="#">Hope's Cry International</a>	LA	\$467,790	President	\$63,816	<b>\$71,115</b>	2024
<a href="#">Inspire International</a>	VA	\$466,056	President And Executive Director	\$59,455	<b>\$58,097</b>	2024
<a href="#">New Salem Missionary Baptist Church</a>	MN	\$468,081	Pastor	\$100,450	<b>\$103,417</b>	2023
<a href="#">Jay Lowder Harvest Ministries Inc</a>	TX	\$469,040	President	\$188,347	<b>\$190,672</b>	2024
<a href="#">Barry Wood Evangelistic Association Inc</a>	TX	\$469,291	President	\$68,686	<b>\$71,588</b>	2023
<a href="#">United Faith Pentecostal Church</a>	MN	\$462,192	Pastor	\$16,475	<b>\$16,475</b>	2024
<a href="#">Somebody Cares Tampa Bay Inc</a>	FL	\$461,727	Secretary	\$40,767	<b>\$38,758</b>	2024
<a href="#">Proclaiming The Gospel</a>	TX	\$473,918	Vice President, Executive Assistant	\$22,130	<b>\$22,403</b>	2024
<a href="#">David Stockwell Evangelistic</a>	TX	\$475,365	President	\$8,400	<b>\$8,504</b>	2024
<a href="#">Iglrsia De Jesucristo Palabra Miel Detroit Inc</a>	MI	\$458,499	Director	\$60,000	<b>\$62,675</b>	2024
<a href="#">Hands That Touch Inc</a>	NC	\$475,442	President	\$79,473	<b>\$83,105</b>	2024
<a href="#">Churchasia Inc</a>	LA	\$475,651	Pres.	\$109,131	<b>\$125,205</b>	2023
<a href="#">Elon First Baptist Church Inc</a>	NC	\$457,888	Sr Pastor	\$112,700	<b>\$121,331</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Casa De Avivamiento Corp</a>	NC	\$476,205	President	\$60,000	<b>\$67,243</b>	2022
<a href="#">Brazilian Church Agape Ministry</a>	MA	\$477,969	President	\$88,058	<b>\$80,082</b>	2024
<a href="#">Thailand Now Inc</a>	KY	\$454,979	Treasurer	\$24,840	<b>\$27,008</b>	2024
<a href="#">Legacy Family Ministries</a>	TX	\$454,850	President	\$93,908	<b>\$97,876</b>	2023
<a href="#">New Alliance Missionary Church Inc</a>	GA	\$479,882	Pastor	\$53,541	<b>\$56,091</b>	2023
<a href="#">Rbw Missions</a>	MN	\$453,923	Executive Director	\$38,000	<b>\$38,000</b>	2024
<a href="#">Mapping Center For Evangelism &amp; Church</a>	FL	\$480,617	President	\$97,400	<b>\$95,336</b>	2023
<a href="#">Comfort House Services Inc</a>	TX	\$480,833	Executive Director	\$79,146	<b>\$80,123</b>	2024
<a href="#">Pete Norris Ministries Inc</a>	NC	\$481,136	President	\$49,566	<b>\$51,831</b>	2024
<a href="#">Spanish World Ministries Inc</a>	IN	\$481,602	Executive Director	\$22,340	<b>\$24,547</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 267 organizations. Compensation range \$364–\$278,210; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$466,938); for reference, expenses \$478,334 and assets \$128,672.

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

RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	93 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	93 <sup>rd</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 (Lowell Seashore) 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 267 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$150,000 is reasonable (approximately the 93<sup>rd</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.