

# Institute For Biblical Counseling & Discipleship

Executive Director / CEO

EIN 832914684

LA · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Scott Mehl, Executive Director / CEO** (\$800) against **every comparable organization** that fit the selection criteria — **191** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

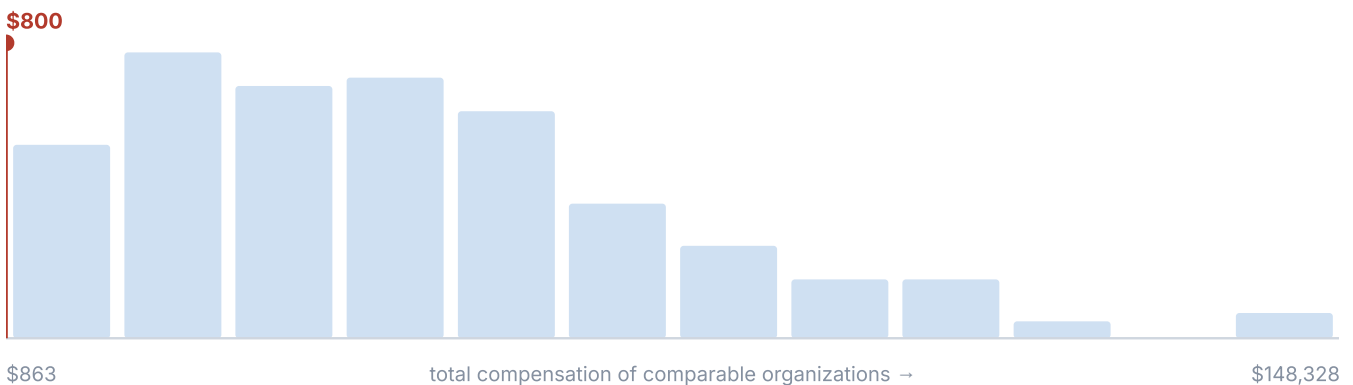
**Benchmarked executive:** Scott Mehl — reported title “Managing Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$123,769 and \$277,095 — 0.67x to 1.50x the subject's \$184,730 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

**191** organizations qualified on sector, size, and geography → **191** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$11,666</b> 10TH	<b>\$23,369</b> 25TH	<b>\$41,525</b> MEDIAN	<b>\$61,717</b> 75TH	<b>\$84,906</b> 90TH	<b>\$800</b> THIS ORG · 0TH
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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 LA 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="#">Be The One Ministries</a>	AR	\$184,620	President	\$22,266	<b>\$23,401</b>	2023
<a href="#">Transformation Prayer Ministry</a>	SC	\$183,294	Director	\$95,000	<b>\$90,005</b>	2024
<a href="#">Anchor House Inc</a>	FL	\$186,398	Executive Director	\$52,820	<b>\$45,063</b>	2024
<a href="#">Good News Radio Broadcasting Inc</a>	AZ	\$182,391	President	\$114,600	<b>\$100,091</b>	2024
<a href="#">Randydon Ministries</a>	MI	\$187,387	President	\$98,506	<b>\$92,336</b>	2024
<a href="#">Harbor House Of Rochester Inc</a>	NY	\$181,868	Executive Director	\$58,226	<b>\$49,194</b>	2023
<a href="#">Beauty For Ashes Ministries Inc</a>	TN	\$187,796	Executive Director Vice Pres	\$29,500	<b>\$28,992</b>	2023
<a href="#">Unison Harvest International Inc</a>	CA	\$180,657	President	\$174,296	<b>\$140,719</b>	2023
<a href="#">The Momentum Group</a>	ID	\$188,950	Ceo	\$43,661	<b>\$42,180</b>	2024
<a href="#">Full Gospel Baltimore Church</a>	MD	\$179,955	Pastor	\$23,965	<b>\$20,948</b>	2023
<a href="#">Assembly Care Ministries Inc</a>	NC	\$179,905	Director	\$10,000	<b>\$9,384</b>	2024
<a href="#">North Georgia Interfaith Minis</a>	GA	\$189,684	Exec Director	\$51,365	<b>\$48,288</b>	2023
<a href="#">Project Lee Ministries Inc</a>	NY	\$179,481	President Ceo	\$70,200	<b>\$57,608</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alameda Muslim League</a>	CA	\$179,144	Imaam Minister	\$46,700	<b>\$37,703</b>	2023
<a href="#">Vaad Hakashruth Of Kansas City Inc</a>	KS	\$192,474	Executive Director (Term Ended October 2023)	\$51,223	<b>\$51,740</b>	2023
<a href="#">Brent Gambrell Ministries</a>	TN	\$192,827	President	\$47,702	<b>\$46,881</b>	2023
<a href="#">Cdaide Inc</a>	ID	\$176,553	Executive Dir.	\$81,580	<b>\$76,781</b>	2025
<a href="#">Camp Presmont Inc</a>	OH	\$174,442	Executive Director	\$24,833	<b>\$24,591</b>	2023
<a href="#">The Tent Inc</a>	TN	\$195,225	Executive Director	\$39,996	<b>\$39,307</b>	2023
<a href="#">Peregrino Hermitage Ltd</a>	CO	\$195,414	President	\$24,000	<b>\$21,517</b>	2023
<a href="#">Compassion Counseling</a>	TN	\$196,114	Director	\$50,000	<b>\$47,730</b>	2024
<a href="#">Community Kids</a>	MI	\$196,132	Mission/vision Director	\$44,800	<b>\$43,234</b>	2023
<a href="#">His Healing Light Ministries</a>	CO	\$173,266	Founding Director	\$42,716	<b>\$37,197</b>	2024
<a href="#">The Kings Men</a>	PA	\$196,549	Officer	\$59,559	<b>\$53,939</b>	2024
<a href="#">Project Trust Inc</a>	NJ	\$197,359	President	\$118,560	<b>\$96,133</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 **191** organizations. Compensation range \$863–\$148,328; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$184,730); for reference, expenses \$215,042 and assets \$291,207.
ROLE MATCH	Scott Mehl, reported title " <i>Managing Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	4 <sup>th</sup>
All sources (D + E + F), adjusted	0 <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 (Scott Mehl) 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 191 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$800 is reasonable (approximately the 0<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.