

This analysis benchmarks the total compensation of **Sean Casey Morgan, Executive Director / CEO** (\$93,843) 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 **76<sup>th</sup>** percentile of comparable organizations within the typical range

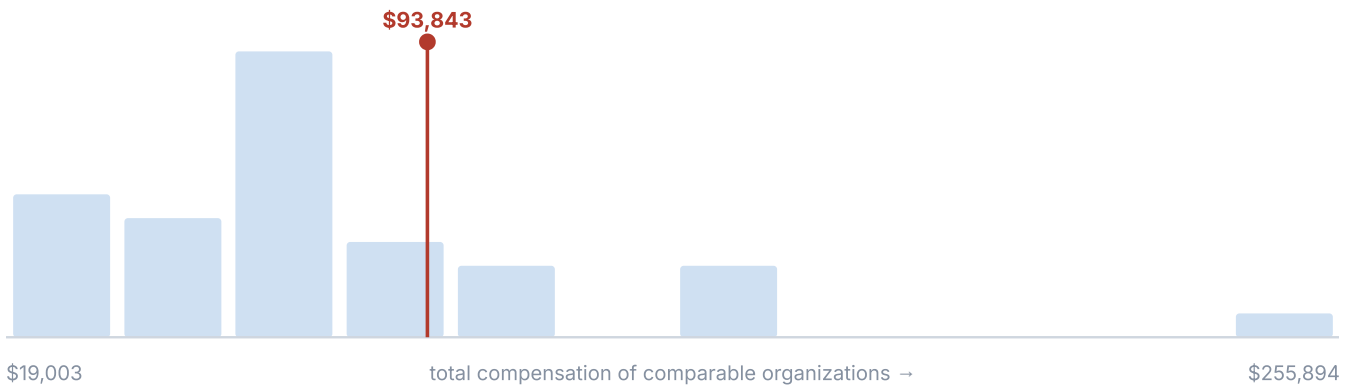
**Benchmarked executive:** Sean Casey Morgan — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X19).
BUDGET	Total revenue between \$279,189 and \$625,050 — 0.67x to 1.50x the subject's \$416,700 (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



\$25,460	\$53,534	\$63,888	\$92,526	\$131,443	\$93,843
----------	----------	----------	----------	-----------	----------



## ● 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 TX 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="#">Chaplains In Schools Inc</a>	WI	\$410,312	Executive Director	\$80,216	<b>\$96,944</b>	2021
<a href="#">El Puente-hispanic Ministry</a>	MO	\$423,167	Executive Di	\$59,033	<b>\$62,506</b>	2024
<a href="#">Lead With Your Life Inc</a>	CA	\$437,847	President	\$177,666	<b>\$153,367</b>	2024
<a href="#">Village To Village Ministries Intern</a>	PA	\$391,019	Admin	\$63,150	<b>\$61,333</b>	2025
<a href="#">Glocal Mission</a>	TX	\$453,760	President	\$117,219	<b>\$117,219</b>	2024
<a href="#">Family Affair Ministries Inc</a>	TN	\$454,451	Ceo	\$60,480	<b>\$63,553</b>	2024
<a href="#">The Advance Initiative</a>	PA	\$462,623	President	\$19,062	<b>\$19,003</b>	2024
<a href="#">Impact Ministries Of Myrtle Beach</a>	SC	\$369,915	Executive Director	\$65,000	<b>\$67,790</b>	2024
<a href="#">Love In The Name Of Christ Of</a>	OR	\$465,098	Executive Di	\$55,056	<b>\$51,112</b>	2024
<a href="#">Responder Life</a>	OR	\$465,889	Former Presi	\$84,742	<b>\$80,995</b>	2023
<a href="#">Great Hunt For God Inc</a>	OR	\$362,328	President/director	\$61,100	<b>\$56,723</b>	2024
<a href="#">Chatham Transitional Ministries Inc</a>	GA	\$357,223	Ministry Coordinator	\$52,630	<b>\$52,902</b>	2024
<a href="#">His Vessel Ministries</a>	AL	\$355,318	President	\$83,962	<b>\$90,679</b>	2024
<a href="#">College &amp; Career Ministries Inc</a>	CA	\$353,936	Exec Director	\$24,480	<b>\$21,756</b>	2023
<a href="#">Living Waters Christian Canoe Camp</a>	KS	\$344,938	Chair	\$21,900	<b>\$23,652</b>	2024
<a href="#">Appointment Congo</a>	NC	\$339,641	President	\$62,175	<b>\$64,223</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mission Four18 Inc</a>	TN	\$496,501	Executive Director	\$62,875	<b>\$66,070</b>	2024
<a href="#">Connect The World</a>	PA	\$336,428	Minister	\$249,320	<b>\$255,894</b>	2023
<a href="#">Khalsa Family Farms</a>	NM	\$331,370	Director	\$51,550	<b>\$55,428</b>	2024
<a href="#">Forgiven Ministry Inc</a>	NC	\$327,084	President	\$22,645	<b>\$24,082</b>	2023
<a href="#">Every Man Ministries Inc</a>	CA	\$513,088	President	\$120,000	<b>\$106,647</b>	2023
<a href="#">Rugged Cross Ranch Ministries</a>	OR	\$533,189	President	\$30,000	<b>\$28,674</b>	2023
<a href="#">Barnabas Ministries Inc</a>	MA	\$296,825	Executive Director	\$45,217	<b>\$39,573</b>	2025
<a href="#">Middle East Reformed Fellowship</a>	MI	\$538,572	Ex Officio Mem	\$58,368	<b>\$60,227</b>	2024
<a href="#">Lightsys Technology Services Inc</a>	CO	\$288,665	President/ceo And Board Member	\$78,440	<b>\$75,191</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	34 organizations. Compensation range \$19,003–\$255,894; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$416,700); for reference, expenses \$434,517 and assets \$97,496.
ROLE MATCH	Sean Casey Morgan, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this 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	76 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	79 <sup>th</sup>
Reportable pay only (column D), adjusted	26 <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 (Sean Casey Morgan) 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 \$93,843 is reasonable (approximately the 76<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.