

Steve Cassell Ministries

Executive Director / CEO

EIN 841907680

IL · NTEE X02

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Steve Cassell, Executive Director / CEO** (\$52,000) against **every comparable organization** that fit the selection criteria — **106** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

Benchmarked executive: Steve Cassell — 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 (X02).
BUDGET	Total revenue between \$25,047 and \$56,077 — 0.67x to 1.50x the subject's \$37,385 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

106 organizations qualified on sector, size, and geography → **106** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,172	\$5,758	\$17,009	\$34,364	\$53,703	\$52,000
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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 IL 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
Sportworks Ministry Inc	NC	\$37,297	Campus Director	\$3,000	\$3,247	2023
Ross Ministries Inc	TX	\$37,273	President	\$112,309	\$117,648	2023
Angel Rock Charities	LA	\$37,662	President	\$27,500	\$31,711	2023
Word Of God Ministry To The Nations	CA	\$37,091	Ceo	\$12,000	\$10,540	2024
The Living Truth Holiness Church Of God Inc	NJ	\$37,873	President	\$3,500	\$3,179	2024
Tri Nghiem Association	CA	\$38,032	President	\$5,200	\$4,567	2024
Wright Way Ministries Inc	FL	\$38,033	President	\$30,000	\$28,667	2024
Eileen And Myron Nickman Family	OH	\$36,438	Treasurer/trustee	\$40,331	\$44,733	2023
House Of Hope Church	CA	\$36,386	Ceo	\$1	\$1	2024
Land In Between Ministry	VA	\$38,457	Officer	\$57,300	\$56,276	2024
Liferesource Ministries Inc	NV	\$36,271	Minister	\$24,830	\$25,316	2024
New Mexico Family Action Foundation	NM	\$36,067	Executive Dir.	\$36,000	\$39,385	2024
Kind Holy House	CA	\$36,002	Office Assistant	\$14,400	\$12,322	2025
Oakland Mills Interfaith Inc	MD	\$35,665	Executive Vice President	\$102,625	\$100,475	2023
John C Vaughn Evangelistic	SC	\$39,105	Director	\$4,150	\$4,404	2024
Philadelphia Bible Institute College & Seminary In	MD	\$39,200	President	\$500	\$475	2024
Heartcry For Change	WA	\$39,270	President	\$15,000	\$14,064	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jesus Is Enough Corp	ID	\$39,825	Secretary	\$8,732	\$9,449	2024
Apostle Born Ministries Inc	TX	\$39,874	President	\$102,168	\$103,955	2024
Discovery Missions International Inc	TX	\$34,820	Director	\$92,644	\$97,048	2023
New Generation Apostolic Holiness	FL	\$34,782	President	\$13,570	\$12,967	2024
Tree Of Life Ministries Of Daytona	FL	\$40,059	President	\$80,860	\$77,266	2024
Rex And Lois Burgher Ministries Inc	PA	\$40,158	President	\$14,950	\$15,613	2023
Methodist Church Nigeria Usa Inc	MD	\$34,536	Minister In Charge	\$13,500	\$13,217	2023
Deep Bay Center Inc	MT	\$40,367	Secretary	\$17,358	\$19,595	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	106 organizations. Compensation range \$1–\$514,043; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$37,385); for reference, expenses \$44,625 and assets \$13,935.
ROLE MATCH	Steve Cassell, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	90 th
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	79 th

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 (Steve Cassell) 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 106 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,000 is reasonable (approximately the 90th 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.