

21c International Incorporated

Executive Director / CEO

EIN 852208365

FL · NTEE X21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Steve White, Executive Director / CEO** (\$94,500) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

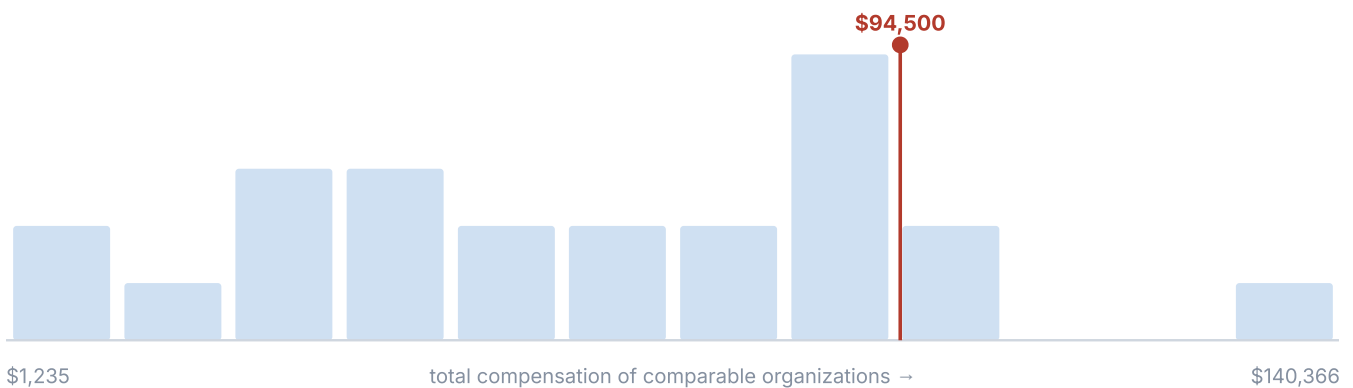
Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$290,201 and \$649,705 — 0.67x to 1.50x the subject's \$433,137 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21) + FL + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,512 10TH	\$35,100 25TH	\$60,000 MEDIAN	\$89,939 75TH	\$97,861 90TH	\$94,500 THIS ORG · 87TH
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● **Comparable organizations**

P50
P75
P90

\$19,512
\$35,100
\$60,000
\$89,939
\$97,861

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 FL 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
Life Generating Church Inc	FL	\$425,242	Director	\$9,600	\$9,884	2023
Jesus Vive Hoy-jesus Is Alive Today	FL	\$421,038	Ministry & Systems Coordinator	\$16,450	\$16,450	2024
Somebody Cares Tampa Bay Inc	FL	\$461,727	Secretary	\$40,767	\$40,767	2024
Interhope Inc	FL	\$391,245	Executive Director	\$33,000	\$33,000	2024
Mapping Center For Evangelism & Church	FL	\$480,617	President	\$97,400	\$100,277	2023
Jacksonville Kachin Baptist Church	FL	\$487,162	Senior Pastor	\$37,200	\$37,200	2024
New Vision For Christ Ministries Inc	FL	\$502,399	President	\$74,880	\$74,880	2024
Rick Coram Ministries Inc	FL	\$508,165	President	\$90,309	\$90,309	2024
Jim Ryun Ministries Inc	FL	\$357,774	Treasurer	\$93,962	\$93,962	2024
New Harvest Missions International Inc	FL	\$355,577	President	\$84,000	\$84,000	2024
Iglesia Cristiana Renuevo Inc	FL	\$518,840	Sr Pastorcorp Presadmin Bd	\$56,000	\$57,654	2023
Brake Ministries International	FL	\$332,074	President	\$140,366	\$140,366	2024
Call Communications Group Inc	FL	\$322,017	President	\$90,000	\$90,000	2024
Church Usa For Christ Corp	FL	\$319,351	D P	\$31,760	\$31,760	2024
Gotell Ministries Inc	FL	\$315,139	President	\$38,095	\$38,095	2024
Beyond The Reef Foundation Inc	FL	\$312,010	President	\$96,000	\$98,836	2023
Calling Ministry Inc	FL	\$311,698	President &	\$1,200	\$1,235	2023
Elijah Ministries Inc	FL	\$309,659	President	\$87,298	\$89,877	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Eurasian Baptist Mission	FL	\$291,444	President	\$74,592	\$74,592	2024
Seminario Reformado Latinoamericano	FL	\$593,545	Director Of Development	\$60,000	\$60,000	2024
Islego Missions Inc	FL	\$618,315	Executive Director	\$31,760	\$31,760	2024
New Hope Presbyterian Church Inc	FL	\$633,489	Pastor	\$69,600	\$69,600	2024
Strong Tower Church Assembly Of God Inc	FL	\$644,187	President	\$52,000	\$53,536	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	23 organizations. Compensation range \$1,235–\$140,366; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$433,137); for reference, expenses \$347,941 and assets \$200,744.
ROLE MATCH	Steve White, reported title “—”, 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	87th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	87 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 White) 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 23 similarly situated organizations (Same NTEE sector (X21) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$94,500 is reasonable (approximately the 87th 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.