

Firebase Movement

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Steven Uggen, Executive Director / CEO** (\$82,848) against **every comparable organization** that fit the selection criteria — **246** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

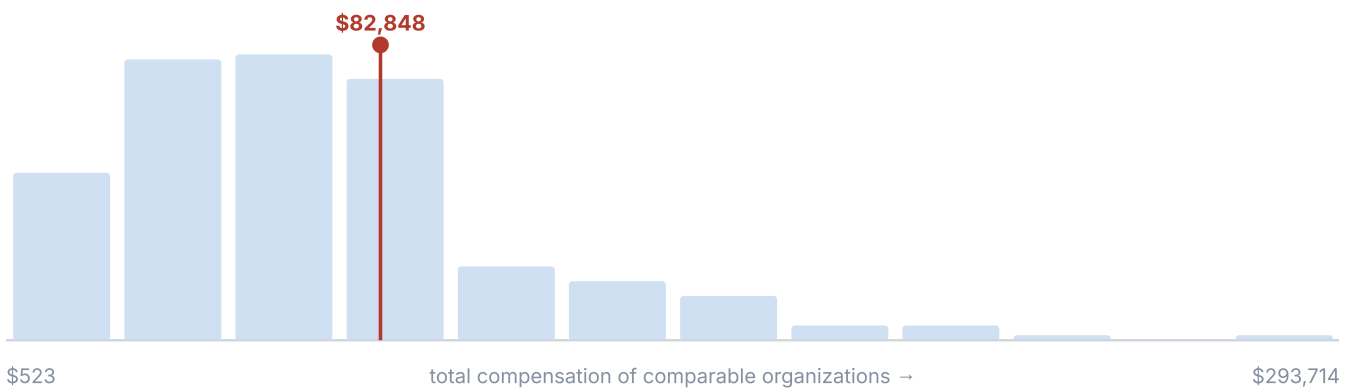
Benchmarked executive: Steven Uggen — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$307,212 and \$687,789 — 0.67x to 1.50x the subject's \$458,526 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

246 organizations qualified on sector, size, and geography → **246** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$18,026	\$36,957	\$66,833	\$87,439	\$130,763	\$82,848
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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
Straight Street Revolution	GA	\$459,052	Executive Di	\$52,708	\$53,635	2024
Faith And Life Inc	KS	\$459,272	Manager	\$35,817	\$39,160	2024
The Isaiah 40 Foundation Inc	VT	\$460,415	President	\$89,932	\$91,608	2024
Made To Shine Inc	MO	\$455,757	President/treasurer	\$85,615	\$91,770	2024
Avatar Meher Baba Heartland Ce	OK	\$454,591	Montgomery	\$18,000	\$20,652	2023
Blazing Trees	TN	\$462,823	Chief Executive Officer	\$72,000	\$78,855	2023
The Hinda Institute	IL	\$463,408	Director	\$9,350	\$9,303	2024
Clubhouse Ministries Inc	TN	\$450,921	Secretary	\$44,999	\$47,869	2024
Thrive Learning Centers	CA	\$466,812	Executive Dir.	\$16,449	\$14,375	2024
Cways Home	OR	\$449,235	Director	\$151,437	\$142,325	2024
Hope In Jesus Ministries	RI	\$448,854	Director	\$77,400	\$73,174	2025
Wonders Of The Creator Inc	FL	\$448,282	President	\$106,154	\$100,923	2024
Theology Of Work Project Inc	MA	\$470,409	Ceo & Director	\$73,997	\$67,295	2024
Equipping Leaders For A Lifetime	OR	\$470,664	Executive Di	\$79,200	\$74,434	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Blazing Hope Ranch	TN	\$445,429	Board Member; Executive Director	\$17,500	\$18,136	2025
Northwest B Annual Conference	NC	\$471,871	President	\$500	\$523	2024
Awaken The Dawn Inc	FL	\$473,274	President	\$141,693	\$134,711	2024
Poiema Foundation Inc	TX	\$473,946	Executive Di	\$74,138	\$75,053	2024
Emmaus Ministries	FL	\$474,336	President	\$85,281	\$81,079	2024
Agape Freedom Fighters	TN	\$442,694	President	\$102,080	\$105,792	2025
Lewis County Gospel Mission	WA	\$474,490	Vice Preside	\$40,139	\$36,369	2024
Pch Ministries Inc	IL	\$441,209	Ceo	\$117,391	\$116,798	2024
4 Tucson Inc	AZ	\$477,046	Ceo	\$83,846	\$84,018	2023
City On A Hill Young Adult Apostolate	MO	\$439,114	Executive Director (January - October)	\$70,518	\$75,588	2024
The Lot Project	SC	\$438,885	Executive D	\$45,250	\$47,775	2024

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.

● Sample, role match & sensitivity

PEER COUNT 246 organizations. Compensation range \$523–\$293,714; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$458,526); for reference, expenses \$493,592 and assets \$72,796.

ROLE MATCH	Steven Uggen, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	71 st
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	69 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 (Steven Uggen) 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 246 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,848 is reasonable (approximately the 71st 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.