

# Harry Seigle Foundation

Executive Director / CEO

EIN 873040698

IL · NTEE X11

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jay Tcath, Executive Director / CEO** (\$143,538) against **every comparable organization** that fit the selection criteria — **250** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

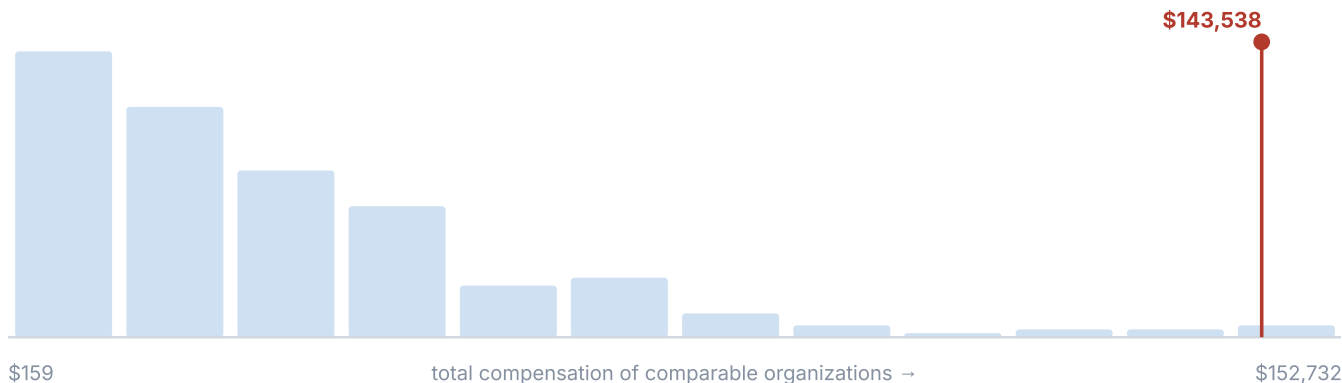
**Benchmarked executive:** Jay Tcath — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X11).
BUDGET	Total revenue between \$44,898 and \$100,519 — 0.67x to 1.50x the subject's \$67,013 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

**250** organizations qualified on sector, size, and geography → **250** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,063	\$11,250	\$24,760	\$44,706	\$69,996	<b>\$143,538</b>
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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
<a href="#">By The Spirit Ministries Christian Church Inc</a>	MD	\$67,062	Bishop	\$14,400	<b>\$14,098</b>	2023
<a href="#">Chi Jen Foundation</a>	TX	\$67,107	President	\$6,000	<b>\$6,105</b>	2024
<a href="#">Islamic Community Of Akron</a>	OH	\$66,916	Native Language Teacher	\$12,000	<b>\$12,928</b>	2024
<a href="#">In His Steps Christian Recovery Home</a>	CA	\$66,636	Acting Director	\$54,720	<b>\$48,062</b>	2024
<a href="#">Islamic Society Of Utah</a>	UT	\$67,812	Iman	\$53,000	<b>\$55,176</b>	2024
<a href="#">Crane Family Foundation</a>	OH	\$66,195	Secretary	\$105,945	<b>\$117,510</b>	2023
<a href="#">World Revival Ministries Inc</a>	FL	\$67,957	President	\$75,760	<b>\$72,393</b>	2024
<a href="#">The Voice Of Triumph Inc</a>	TN	\$66,000	Secretary	\$6,200	<b>\$6,825</b>	2023
<a href="#">Acts Ongoing</a>	TX	\$68,102	President	\$32,940	<b>\$33,516</b>	2024
<a href="#">Christian Ministry Center</a>	MN	\$68,110	President	\$9,000	<b>\$9,313</b>	2023
<a href="#">Lilias Trotter Legacy Inc</a>	FL	\$65,804	Treasurer	\$18,720	<b>\$19,171</b>	2022
<a href="#">General Intercessors</a>	OH	\$68,336	Director	\$5,500	<b>\$5,925</b>	2024
<a href="#">United Research Inc</a>	NC	\$65,623	V/p	\$3,237	<b>\$3,315</b>	2025
<a href="#">The Masters Theatre Inc</a>	ND	\$65,549	President	\$31,000	<b>\$35,626</b>	2023
<a href="#">Rec Ministries</a>	GA	\$65,512	President	\$72,000	<b>\$75,813</b>	2023
<a href="#">Jeff Lucas International Ministries Inc</a>	CO	\$68,588	President/dir	\$87,000	<b>\$84,855</b>	2024
<a href="#">Korean Evangelical Methodist Church Of Minnesota</a>	MN	\$68,815	Rev.	\$20,000	<b>\$20,696</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Consequential Christianity</a>	SC	\$65,182	Director	\$114,260	<b>\$121,248</b>	2024
<a href="#">Love Unlimited Community Church</a>	CA	\$64,997	Founders Pastor Ceo	\$13,800	<b>\$12,121</b>	2024
<a href="#">Search For Me Ministries Inc</a>	PA	\$64,971	President And Director	\$47,930	<b>\$48,618</b>	2024
<a href="#">Mustard Seed Cottage</a>	GA	\$64,912	Director	\$7,542	<b>\$7,714</b>	2024
<a href="#">Reflections Of Grace Performing Arts School Inc</a>	WI	\$69,485	Executive Director And President	\$28,520	<b>\$31,191</b>	2023
<a href="#">Conexion City Inc</a>	FL	\$69,496	Blanco	\$21,300	<b>\$20,353</b>	2024
<a href="#">North America Mainland Chinese Mission</a>	NM	\$64,499	Pastoral And Executive Minister	\$32,376	<b>\$36,466</b>	2023
<a href="#">Cross Culture Ministries Inc</a>	CO	\$69,562	Chairman/pre	\$10,468	<b>\$10,210</b>	2024

**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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 250 organizations. Compensation range \$159–\$152,732; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$67,013); for reference, expenses \$207,621 and assets \$4,804,392. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Jay Tcath, reported title "*SECRETARY*", 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** 21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 10 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	99 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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 (Jay Tcath) 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 250 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$143,538 is reasonable (approximately the 99<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.