

# Mustard Seed Cottage

Executive Director / CEO

This analysis benchmarks the total compensation of **Leslee Adams, Executive Director / CEO** (\$7,542) against **every comparable organization** that fit the selection criteria — **108** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Leslee Adams — 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

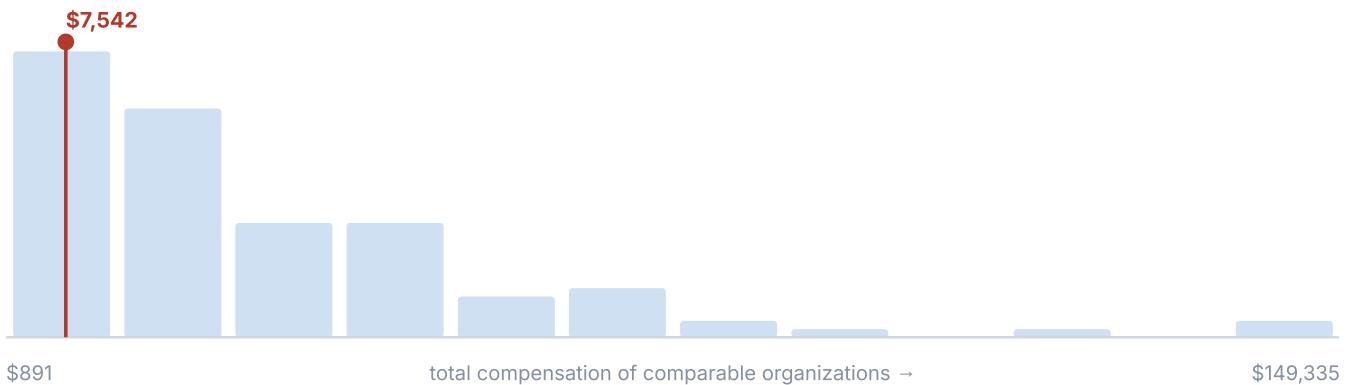
**SECTOR** Organizations sharing the subject's NTEE classification (X20).

**BUDGET** Total revenue between \$43,491 and \$97,368 — 0.67x to 1.50x the subject's \$64,912 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

**108** organizations qualified on sector, size, and geography → **108** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,583	\$9,647	\$23,536	\$42,613	\$67,084	\$7,542
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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 GA 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="#">Search For Me Ministries Inc</a>	PA	\$64,971	President And Director	\$47,930	<b>\$47,537</b>	2024
<a href="#">Consequential Christianity</a>	SC	\$65,182	Director	\$114,260	<b>\$118,551</b>	2024
<a href="#">Rec Ministries</a>	GA	\$65,512	President	\$72,000	<b>\$74,127</b>	2023
<a href="#">The Masters Theatre Inc</a>	ND	\$65,549	President	\$31,000	<b>\$34,834</b>	2023
<a href="#">Lilias Trotter Legacy Inc</a>	FL	\$65,804	Treasurer	\$18,720	<b>\$18,745</b>	2022
<a href="#">The Voice Of Triumph Inc</a>	TN	\$66,000	Secretary	\$6,200	<b>\$6,673</b>	2023
<a href="#">Walking Worthy A Journey To Freedom</a>	TN	\$63,302	Executive Director	\$15,596	<b>\$16,304</b>	2024
<a href="#">Bethesda Changers Chapel</a>	MD	\$63,264	Resident And Senior Pastor	\$8,400	<b>\$7,810</b>	2024
<a href="#">In His Steps Christian Recovery Home</a>	CA	\$66,636	Acting Director	\$54,720	<b>\$46,993</b>	2024
<a href="#">Fuel The Fire Ministries</a>	TX	\$62,068	President	\$21,000	<b>\$20,892</b>	2024
<a href="#">World Revival Ministries Inc</a>	FL	\$67,957	President	\$75,760	<b>\$70,783</b>	2024
<a href="#">Iglesia Cristiana Sendero De Amor Md</a>	MD	\$61,837	Pastor & Director	\$31,850	<b>\$29,614</b>	2024
<a href="#">Equippers Group International</a>	TX	\$61,750	Treasurer	\$24,000	<b>\$24,582</b>	2023
<a href="#">General Intercessors</a>	OH	\$68,336	Director	\$5,500	<b>\$5,794</b>	2024
<a href="#">Redeem Neighborhoods</a>	AZ	\$61,366	President	\$18,102	<b>\$17,826</b>	2023
<a href="#">Jeff Lucas International Ministries Inc</a>	CO	\$68,588	President/dir	\$87,000	<b>\$82,967</b>	2024
<a href="#">Global Fire Ministries</a>	TN	\$61,150	Offier	\$70,650	<b>\$76,040</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Iglesia Pentecostal Tabernaculo De Dios</a>	NV	\$61,009	President	\$12,000	<b>\$12,316</b>	2023
<a href="#">Korean Evangelical Methodist Church Of Minnesota</a>	MN	\$68,815	Rev.	\$20,000	<b>\$20,235</b>	2023
<a href="#">Reflections Of Grace Performing Arts School Inc</a>	WI	\$69,485	Executive Director And President	\$28,520	<b>\$30,497</b>	2023
<a href="#">Cross Culture Ministries Inc</a>	CO	\$69,562	Chairman/pre	\$10,468	<b>\$9,983</b>	2024
<a href="#">The Word Foundation Inc</a>	NY	\$59,664	President	\$39,000	<b>\$35,049</b>	2024
<a href="#">The Sentinels Les Sentineltes</a>	MA	\$70,235	President	\$30,215	<b>\$26,307</b>	2025
<a href="#">Iglesia Principio Nuevo New Begining</a>	AZ	\$70,705	Pastor	\$27,768	<b>\$26,560</b>	2024
<a href="#">Christ For Ireland Inc</a>	SC	\$58,817	Vice Preside	\$23,849	<b>\$25,475</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	<b>108</b> organizations. Compensation range \$891–\$149,335; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$64,912); for reference, expenses \$59,819 and assets \$79,363.
ROLE MATCH	Leslee Adams, reported title <i>"Director"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	20 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	27 <sup>th</sup>
All sources (D + E + F), adjusted	19 <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 (Leslee Adams) 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 108 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,542 is reasonable (approximately the 20<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.