

# Forge Room Foundation

Executive Director / CEO

EIN 923913331

TX · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lance Cashion, Executive Director / CEO** (\$162,395) against **every comparable organization** that fit the selection criteria — **135** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

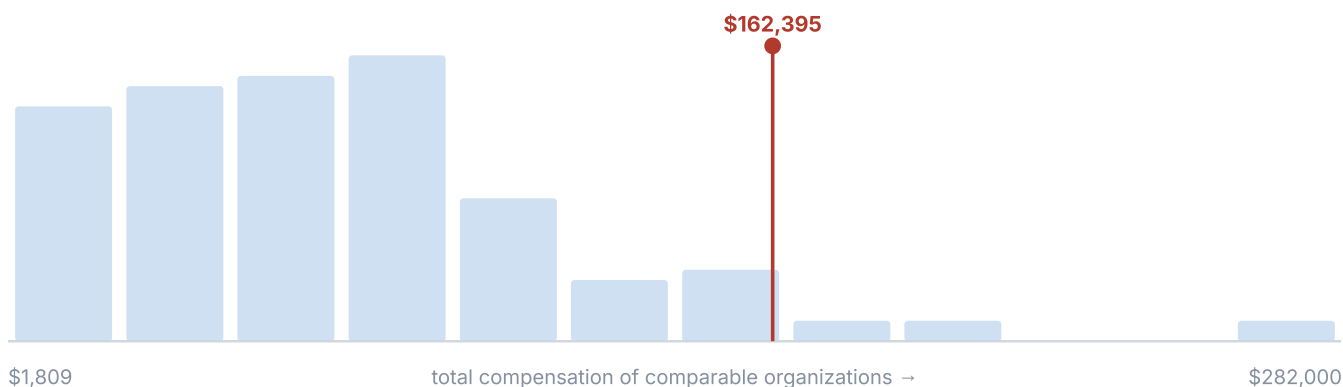
**Benchmarked executive:** Lance Cashion — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

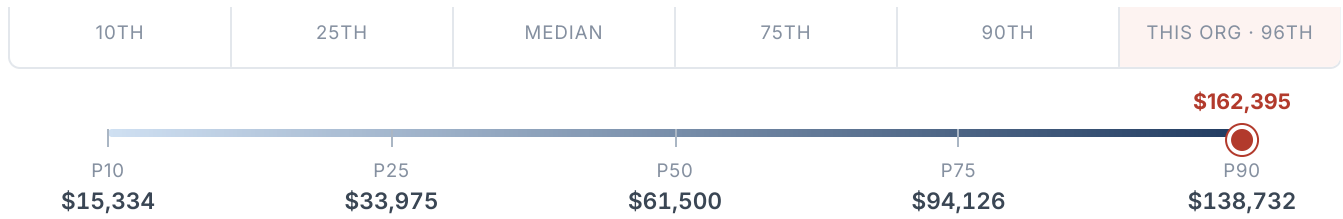
SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$174,533 and \$390,747 — 0.67x to 1.50x the subject's \$260,498 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

**135** organizations qualified on sector, size, and geography → **135** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,334	\$33,975	\$61,500	\$94,126	\$138,732	<b>\$162,395</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 TX 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="#">Love The Hub Inc</a>	TX	\$260,307	Executive Di	\$65,000	<b>\$65,000</b>	2024
<a href="#">Association Of Hill Country</a>	TX	\$261,799	Executive Di	\$30,772	<b>\$29,979</b>	2025
<a href="#">Whitefield Project</a>	TX	\$259,137	Director	\$139,542	<b>\$143,664</b>	2023
<a href="#">Fellowship Church Of Texas</a>	TX	\$258,693	Pastor	\$85,550	<b>\$85,550</b>	2024
<a href="#">The God Of Hope Ministries</a>	TX	\$262,689	President Chaplain	\$97,350	<b>\$100,225</b>	2023
<a href="#">Rehoboth Ministries International Inc</a>	TX	\$262,775	Vice-president	\$23,271	<b>\$23,958</b>	2023
<a href="#">Fullness Of Glory Ministries</a>	TX	\$263,481	President/di	\$116,574	<b>\$116,574</b>	2024
<a href="#">Worklife Ministry Inc</a>	TX	\$263,832	President & Ceo	\$80,444	<b>\$80,444</b>	2024
<a href="#">Make Impact Right Away Corp</a>	TX	\$256,671	Coo	\$84,002	<b>\$86,483</b>	2023
<a href="#">Ronnie Hill Ministries</a>	TX	\$254,218	President	\$187,779	<b>\$193,325</b>	2023
<a href="#">Known Network</a>	TX	\$269,184	Global Field Director	\$25,609	<b>\$25,609</b>	2024
<a href="#">Team Xtreme International</a>	TX	\$269,728	President	\$38,121	<b>\$39,247</b>	2023
<a href="#">Breath Of The Spirit Ministriesinc</a>	TX	\$251,113	President	\$150,000	<b>\$154,431</b>	2023
<a href="#">David Corn Ministries</a>	TX	\$270,948	President, Evangelist, Youth Speaker	\$59,992	<b>\$61,764</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Revival Mandate International</a>	TX	\$248,144	Executive Dir.	\$119,055	<b>\$119,055</b>	2024
<a href="#">Troops Of Saint George</a>	TX	\$273,041	Executive Administrator	\$33,750	<b>\$33,750</b>	2024
<a href="#">Cic Mission Inc</a>	TX	\$247,792	President	\$75,633	<b>\$75,633</b>	2024
<a href="#">Csj Ministries Inc</a>	TX	\$273,373	President	\$20,000	<b>\$20,000</b>	2024
<a href="#">Power To Live Center</a>	TX	\$247,495	Executive Dir.	\$54,721	<b>\$54,721</b>	2024
<a href="#">Call Sign Victor</a>	TX	\$274,201	Executive Director	\$62,886	<b>\$62,886</b>	2024
<a href="#">Youth With A Mission South Dallas</a>	TX	\$275,749	President	\$47,881	<b>\$47,881</b>	2024
<a href="#">Date Palm Consulting</a>	TX	\$245,162	Key Employee	\$50,095	<b>\$51,575</b>	2023
<a href="#">Sea Of Hope Ministries</a>	TX	\$245,090	President	\$54,000	<b>\$54,000</b>	2024
<a href="#">World Wide Spanish Literature</a>	TX	\$245,076	Secretary	\$18,200	<b>\$18,200</b>	2024
<a href="#">Iglesia Cristiana Shekinah</a>	TX	\$276,487	Lead Pastor	\$5,743	<b>\$6,155</b>	2022

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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** 135 organizations. Compensation range \$1,809–\$282,000; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$260,498); for reference, expenses \$235,624 and assets \$64,700.

<b>ROLE MATCH</b>	Lance Cashion, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	5 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	96 <sup>th</sup>
Reportable pay only (column D), adjusted	97 <sup>th</sup>
All sources (D + E + F), adjusted	96 <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 (Lance Cashion) 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 135 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$162,395 is reasonable (approximately the 96<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.