

Beacon Light Mission

Executive Director / CEO

EIN 951661697

CA · NTEE X20Z

FY ending 2024-02-29

June 9, 2026

This analysis benchmarks the total compensation of **Richard Holt, Executive Director / CEO** (\$70,874) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

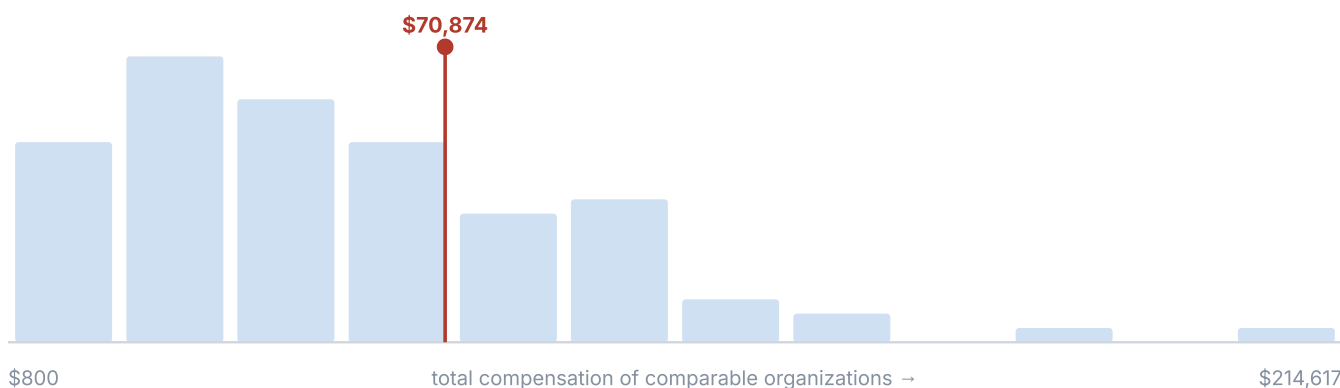
Benchmarked executive: Richard Holt — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (X20Z).
- BUDGET** Total revenue between \$262,788 and \$588,331 — 0.67x to 1.50x the subject's \$392,221 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (X20) + CA + budget 0.67–1.5x revenue.

91 organizations qualified on sector, size, and geography → **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,928	\$28,934	\$51,889	\$77,033	\$99,866	\$70,874
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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 CA 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
First lu-mien Church Of Sacramento	CA	\$392,320	Pastor	\$39,108	\$40,263	2023
North County Project	CA	\$391,524	Co-director	\$93,819	\$91,401	2025
Iglesia De Dios Camino De Santidad Inc	CA	\$390,803	Chief Executive Officer	\$52,000	\$52,000	2024
Heroes Church	CA	\$393,977	Ceo	\$4,800	\$4,800	2024
Calvary Chapel Of Temecula Valley	CA	\$389,499	President/ceo	\$24,000	\$24,000	2024
New Creation Life Ministries Inc	CA	\$397,820	Ceo	\$49,920	\$49,920	2024
Word To Russia	CA	\$384,186	Mysin	\$29,704	\$30,581	2023
Revelation Ministries Incorporated	CA	\$382,335	President/founder	\$28,640	\$28,640	2024
Prison Ministry Of America Inc	CA	\$377,362	Chairman/executive Director	\$45,325	\$45,325	2024
Legacy Collaborative	CA	\$407,891	Ceo	\$15,391	\$15,391	2024
International University And Theological	CA	\$375,379	Ceo	\$30,000	\$29,227	2025
Catholic Campus Ministry Association	CA	\$409,519	Director	\$119,654	\$119,654	2024
Miqlat Inc	CA	\$373,363	Treasurer	\$69,700	\$71,759	2023
United Family Associates Foundation	CA	\$412,558	President	\$12,097	\$12,454	2023
Jesus Is The Answer Inc	CA	\$371,517	President	\$36,000	\$36,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bay Area School Of Ministry Inc	CA	\$414,196	Director	\$104,500	\$111,997	2022
Encouragement International Inc	CA	\$414,281	President	\$96,000	\$96,000	2024
Christian Science Committee On	CA	\$370,153	Secretary	\$49,170	\$49,170	2024
Japanese Christian Fellowship	CA	\$370,133	Internationa	\$37,404	\$38,509	2023
A Committment To Our Roots Inc	CA	\$369,823	President	\$83,500	\$85,966	2023
Willow Christian Academy	CA	\$369,642	Program Dire	\$30,600	\$30,600	2024
Harvest Ministries International	CA	\$416,813	President	\$67,500	\$69,494	2023
Logos Missionary Services	CA	\$418,935	President	\$36,416	\$36,416	2024
Center For Biblical Unity	CA	\$364,864	Founder & President	\$95,741	\$98,569	2023
Appleseed Ministry Group Inc	CA	\$364,380	Executive Director	\$57,600	\$57,600	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **91** organizations. Compensation range \$800–\$214,617; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$392,221); for reference, expenses \$532,272 and assets \$1,365,506.
ROLE MATCH	Richard Holt, reported title " <i>Secretary</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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	68 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	67 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 (Richard Holt) 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 91 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,874 is reasonable (approximately the 68th 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.