

# Systematic Asian Leadership Trainin

Executive Director / CEO

EIN 954589576  
 NC · NTEE X99  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Stephen Torgerson, Executive Director / CEO** (\$69,654) against **every comparable organization** that fit the selection criteria — **251** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

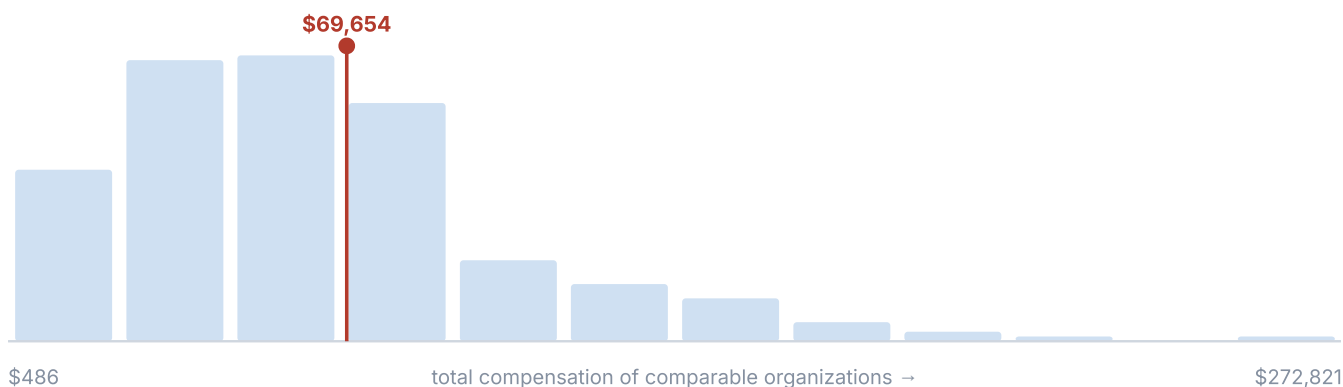
**Benchmarked executive:** Stephen Torgerson — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$289,966 and \$649,179 — 0.67x to 1.50x the subject's \$432,786 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

**251** organizations qualified on sector, size, and geography → **251** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$16,846	\$32,957	\$60,024	\$81,386	\$120,828	\$69,654
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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 NC 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="#">Care Net Womens Resource Center Of</a>	CA	\$433,199	Executive Dir.	\$57,292	<b>\$46,505</b>	2024
<a href="#">White Dove Ministries Inc</a>	AL	\$431,219	Minister	\$147,130	<b>\$153,833</b>	2023
<a href="#">Symbiz</a>	OH	\$430,719	Executive Di	\$38,190	<b>\$38,023</b>	2024
<a href="#">Basic Training Bible Ministries</a>	AR	\$430,040	President &	\$42,000	<b>\$44,379</b>	2024
<a href="#">Bcr Ministries Inc</a>	GA	\$429,688	Executive Director	\$50,000	<b>\$48,656</b>	2023
<a href="#">Tennessee Fair Housing Council</a>	TN	\$428,571	Ex Officio	\$74,886	<b>\$73,996</b>	2024
<a href="#">Allegheny Wesleyan Methodist</a>	OH	\$437,014	President	\$14,740	<b>\$14,676</b>	2024
<a href="#">David Akin Ministry Inc</a>	GA	\$428,487	President	\$83,361	<b>\$81,120</b>	2023
<a href="#">True North Ministries Inc</a>	OK	\$437,611	Executive Dir.	\$65,417	<b>\$67,714</b>	2024
<a href="#">The Earth Center Of Maanu Inc</a>	IL	\$437,973	It Director	\$11,250	<b>\$10,704</b>	2023
<a href="#">Lampstand Ministries Inc</a>	IL	\$427,556	Executive Di	\$148,786	<b>\$141,565</b>	2023
<a href="#">Lot318</a>	CA	\$438,059	Ceo	\$32,987	<b>\$26,777</b>	2024
<a href="#">The Lot Project</a>	SC	\$438,885	Executive D	\$45,250	<b>\$44,376</b>	2024
<a href="#">City On A Hill Young Adult Apostolate</a>	MO	\$439,114	Executive Director (January - October)	\$70,518	<b>\$70,211</b>	2024
<a href="#">Seek Partners International Inc</a>	TX	\$425,019	President/ceo	\$69,000	<b>\$66,799</b>	2023
<a href="#">Mobilize The Church</a>	TX	\$424,863	Ceo	\$124,241	<b>\$116,828</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pch Ministries Inc</a>	IL	\$441,209	Ceo	\$117,391	<b>\$108,489</b>	2024
<a href="#">Earth &amp; Soul</a>	CO	\$424,313	President	\$95,000	<b>\$85,631</b>	2024
<a href="#">Agape Freedom Fighters</a>	TN	\$442,694	President	\$102,080	<b>\$98,267</b>	2025
<a href="#">Dallas Willard Ministries</a>	CA	\$421,340	Dirctr Of School Of Kingdom Living	\$97,721	<b>\$79,322</b>	2024
<a href="#">Blazing Hope Ranch</a>	TN	\$445,429	Board Member; Executive Director	\$17,500	<b>\$16,846</b>	2025
<a href="#">Putnam Radio Ministries Inc</a>	FL	\$419,769	General Manager	\$73,083	<b>\$64,539</b>	2024
<a href="#">Joel Gregory Ministries</a>	TX	\$418,156	President/di	\$91,371	<b>\$85,919</b>	2024
<a href="#">Wonders Of The Creator Inc</a>	FL	\$448,282	President	\$106,154	<b>\$93,744</b>	2024
<a href="#">Hope In Jesus Ministries</a>	RI	\$448,854	Director	\$77,400	<b>\$67,969</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2023 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 NC 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** 251 organizations. Compensation range \$486–\$272,821; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$432,786); for reference, expenses \$543,430 and assets \$836,366.

**ROLE MATCH** Stephen Torgerson, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	9 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	60 <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 (Stephen Torgerson) 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 251 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,654 is reasonable (approximately the 63<sup>rd</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.