

Shepherds Of Love Ministries Inc

Executive Director / CEO

EIN 010608540
 OK · NTEE P20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Schaun Adams, Executive Director / CEO** (\$51,042) against **every comparable organization** that fit the selection criteria — **479** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

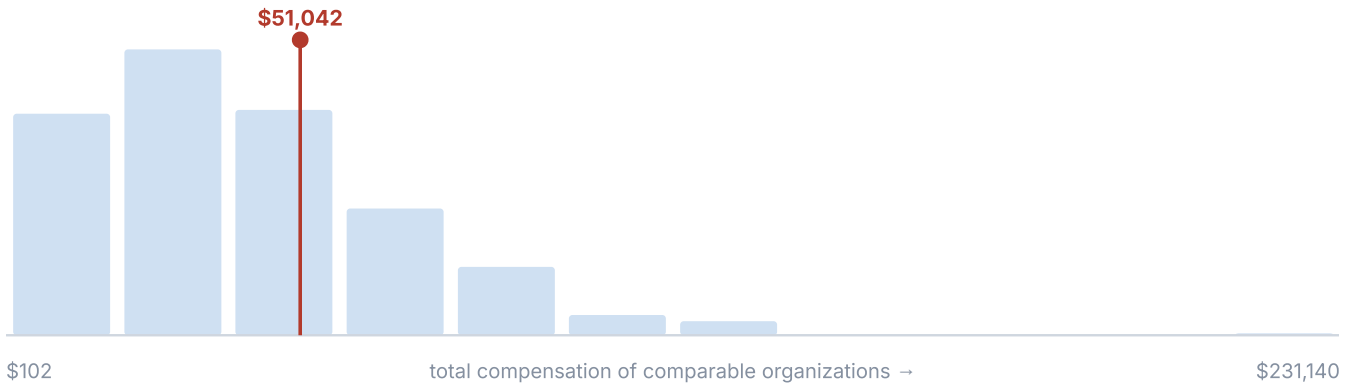
Benchmarked executive: Schaun Adams — reported title “PRESIDENT/DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$105,867 and \$237,016 — 0.67x to 1.50x the subject's \$158,011 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

479 organizations qualified on sector, size, and geography → **479** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,542	\$20,894	\$36,840	\$57,176	\$78,717	\$51,042
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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 OK 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
Loving Hands Ministries Inc	GA	\$157,947	Director	\$29,035	\$26,513	2024
All Babies Cherished Inc	NY	\$158,208	Executive Director	\$29,584	\$24,278	2024
Girls On The Run Birmingham	AL	\$157,440	Executive Dir.	\$35,313	\$33,753	2025
Mosaic Inter-faith Ministries	UT	\$157,344	Ceo	\$42,086	\$39,118	2024
Reaching 360	TN	\$158,822	President	\$84,800	\$83,341	2023
Pine Lake Community Club Inc	WA	\$157,055	Operations Director	\$36,000	\$29,271	2024
Strasburg Lions Club	ND	\$156,806	Gaming Manager	\$24,700	\$23,982	2025
Interrwellness Retreat Center Inc	TX	\$156,721	President	\$23,000	\$20,894	2024
Consortium For Executive Objectives	NJ	\$156,501	Executive Director	\$36,000	\$29,190	2024
Local 338 Charities Inc	NY	\$156,060	Chairman	\$51,727	\$43,703	2023
Selah Mountain Ranch	CO	\$156,045	Director	\$47,911	\$41,721	2024
Henry Fork Service Center	VA	\$156,026	Executive Director	\$44,000	\$39,722	2023
Alabama Asset Building Coalition	AL	\$155,889	Executive Director	\$85,625	\$86,489	2023
The Bass Foundation Inc	NJ	\$155,859	Executive Director	\$58,542	\$47,468	2024
Jacob's Well	NE	\$155,773	Executive Di	\$44,100	\$43,076	2024
Flourish Ministries Inc	CA	\$160,448	President	\$89,347	\$72,135	2023
Healthy Living Systems Inc	CO	\$155,421	Executive Project Director	\$29,050	\$25,297	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mudcastle	MN	\$154,581	President	\$13,500	\$14,023	2021
Danville Police Association	IL	\$162,163	Secretary	\$288	\$265	2023
Timothy's Ministry	IL	\$162,217	Director	\$91,340	\$81,550	2024
Helping Hands Of Kilgore	TX	\$162,622	Executive Dir.	\$33,000	\$29,978	2024
Arts In Action Inc	WV	\$153,275	Director	\$14,167	\$13,930	2024
Hub Homeless Services Inc	WI	\$153,094	Executive Director	\$44,040	\$43,003	2023
Junior Charity League Of Concordinc	NC	\$163,213	Executive Di	\$13,881	\$13,410	2023
Catalyst Center Inc	KY	\$152,772	Excutive Director	\$30,750	\$30,002	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	479 organizations. Compensation range \$102–\$231,140; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$158,011); for reference, expenses \$158,999 and assets \$120,651.
ROLE MATCH	Schaun Adams, reported title " <i>PRESIDENT/DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 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	70 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	65 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 (Schaun 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 479 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,042 is reasonable (approximately the 70th 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.