

New Creations Ministries Inc

Executive Director / CEO

EIN 200071884
 MI · NTEE P30
 FY ending 2024-08-31
 June 10, 2026

This analysis benchmarks the total compensation of **Colleen Christie, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **149** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

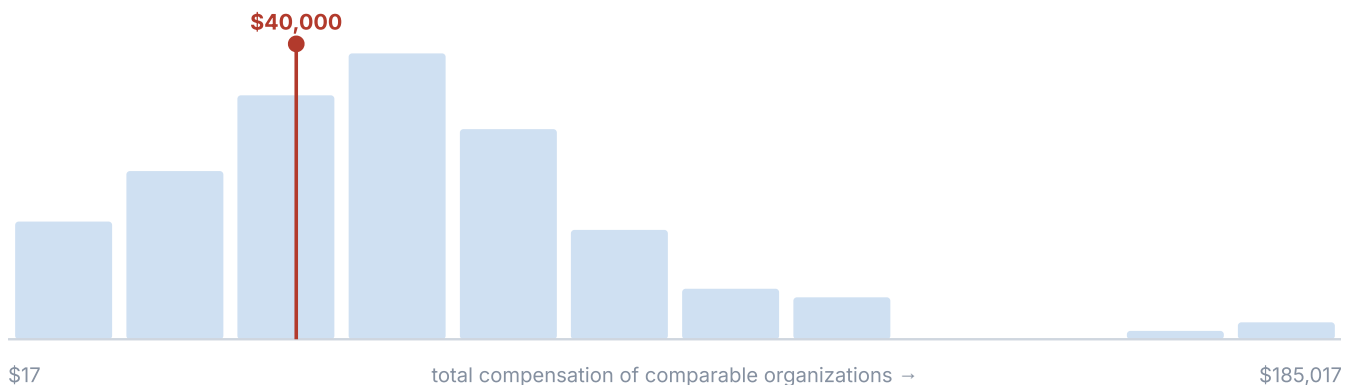
Benchmarked executive: Colleen Christie — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$154,337 and \$345,532 — 0.67x to 1.50x the subject's \$230,355 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

149 organizations qualified on sector, size, and geography → **149** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,838	\$32,765	\$52,891	\$70,521	\$91,100	\$40,000
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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 MI 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
Restore Childhood	NY	\$229,711	Founder	\$40,000	\$35,019	2024
Southeast Casa Program	SD	\$228,923	Executive Di	\$58,483	\$62,532	2024
Advo-kids Casa Inc	GA	\$227,759	Executive Dir.	\$41,438	\$39,326	2025
City Without Orphans	CA	\$227,532	Former Executive Director	\$59,138	\$49,474	2024
Urban Family Outreach Inc	TN	\$226,633	Program Director	\$36,643	\$38,418	2023
Ladders For Leaders	TX	\$226,245	Founder/president	\$55,000	\$53,302	2024
Casa Of St Croix County Inc	WI	\$235,690	Executive Di	\$67,803	\$68,604	2024
Reinspire	TX	\$235,882	Executive Di	\$39,164	\$37,955	2024
Boys & Girls Club Of Central Sw Iowa	IA	\$236,854	Administrator	\$48,700	\$51,661	2024
Speak Our Minds Ending The Youth Mental	CO	\$223,129	Executive Director	\$199,158	\$185,017	2024
Child Advocacy Center Of Grant Co	IN	\$237,701	Executive Di	\$66,082	\$69,510	2023
Marthas Vineyard Youth Task Force Inc	MA	\$238,323	President	\$18,545	\$15,729	2025
Counseling Inc	OK	\$221,903	Exec Director	\$58,975	\$64,774	2023
Edward Pierce Center For Autism Inc	MS	\$221,540	Registered Behavior Tech	\$19,061	\$21,175	2023
Child Advocacy Centers Of Wisconsin	WI	\$239,529	Executive Director	\$82,688	\$83,665	2024
Florida Guardian Ad Litem Foundation Inc	FL	\$240,198	Ceo	\$79,050	\$74,072	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
A Positive Attitude Outlook Of Southern	CA	\$220,407	Executive Director	\$51,356	\$44,233	2023
Borderland Cheer And Dance	NM	\$220,198	Denny	\$54,600	\$56,895	2024
Fostering Sweet Dreams Inc	OK	\$220,043	Executive Director	\$23,000	\$24,537	2024
This Child Here Inc	FL	\$240,803	Executive Director	\$36,000	\$32,765	2024
Jeoc-jireh Empowerment Outreac	NC	\$219,814	President	\$22,080	\$22,756	2023
Computers For Kids Inc	CA	\$241,383	Ceo	\$4,875	\$4,199	2023
Indiana Chapter Of National	IN	\$218,937	Executive Di	\$97,988	\$100,114	2024
Gentlemen By Choice Community Development Corporation	NV	\$241,875	Executive Director	\$64,853	\$62,981	2024
Pointters Community Initatives	WI	\$218,289	Ceo	\$71,923	\$72,773	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	149 organizations. Compensation range \$17–\$185,017; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$230,355); for reference, expenses \$108,426 and assets \$136,290. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Colleen Christie, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	37 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	36 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 (Colleen Christie) 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 10, 2026, comparing compensation against 149 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 37th 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 10, 2026.