

Lighthouse Network Inc

Executive Director / CEO

EIN 200148690

CO · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Thomas Craig, Executive Director / CEO** (\$76,928) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

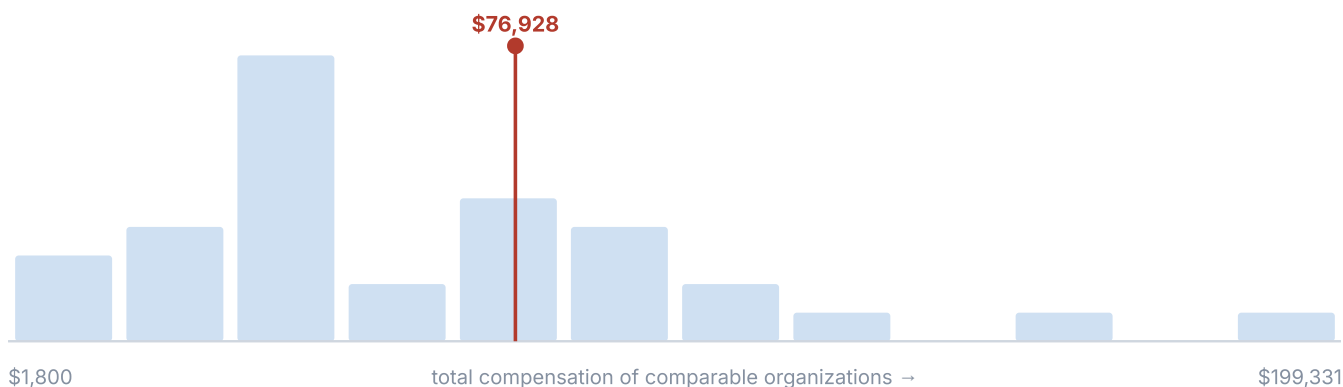
Benchmarked executive: Thomas Craig — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

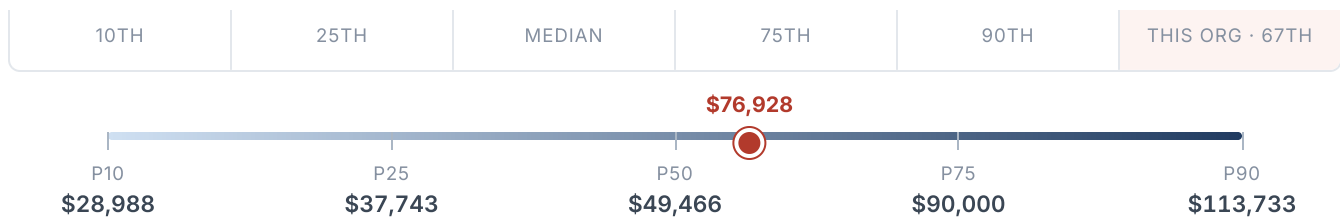
SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$128,988 and \$288,780 — 0.67x to 1.50x the subject's \$192,520 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + CO + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,988	\$37,743	\$49,466	\$90,000	\$113,733	\$76,928
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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 CO 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
Outfitters For Christ	CO	\$197,366	Executive Dir.	\$44,665	\$43,384	2024
Worshipmob	CO	\$199,295	Executive Director	\$38,462	\$38,462	2023
Haven Ministries	CO	\$203,902	President	\$100,000	\$97,131	2024
Hope Emmanuel	CO	\$205,250	Independ Con	\$164,494	\$159,775	2024
Encouragement Incorporated	CO	\$208,127	President	\$38,858	\$37,743	2024
Exchanged Life Ministries	CO	\$173,368	Secretary	\$76,860	\$76,860	2023
U-turn For Christ - Colorado	CO	\$211,717	President	\$45,600	\$44,292	2024
Golf Fore Christ Inc	CO	\$214,623	President	\$30,000	\$29,139	2024
In Christ Ministries Inc	CO	\$216,536	President	\$73,242	\$73,242	2023
Cityforce Inc	CO	\$221,350	President	\$90,000	\$90,000	2023
Footsteps Experience Inc	CO	\$221,637	President	\$75,000	\$72,848	2024
Koome Ministries Inc	CO	\$225,673	President	\$86,208	\$83,735	2024
Tcmg Holdings	CO	\$157,205	Creative Dir.	\$36,000	\$34,967	2024
Legacy Relief Project	CO	\$229,708	President	\$50,000	\$48,566	2024
Iglesia De Restauracion Mision Elim Greeley Inc	CO	\$230,057	Treasurer	\$35,350	\$34,336	2024
Digital Bibles For The World	CO	\$232,319	President	\$100,538	\$100,538	2023
Alandi Ashram Alandi Ayurveda Clinic	CO	\$148,890	Executive Director	\$16,500	\$16,027	2024
The One Project	CO	\$239,678	Director	\$6,800	\$6,605	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Turn Ministries	CO	\$243,102	President	\$99,000	\$96,160	2024
Life Impact Ministries	CO	\$244,144	Director	\$118,600	\$115,197	2024
The Ezra Project Inc	CO	\$136,449	President	\$53,100	\$51,577	2024
Empty Tomb Ministries	CO	\$131,438	Director	\$114,000	\$107,875	2025
The Noble Heart Inc	CO	\$254,722	President	\$120,237	\$120,237	2023
Mosaic International Ministries	CO	\$254,966	President	\$41,500	\$40,309	2024
Faith Covenant International	CO	\$255,031	President	\$1,800	\$1,800	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	33 organizations. Compensation range \$1,800–\$199,331; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$192,520); for reference, expenses \$184,857 and assets \$22,693.
ROLE MATCH	Thomas Craig, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	1 peer 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	67 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	64 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 (Thomas Craig) 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 33 similarly situated organizations (Same NTEE sector (X20) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,928 is reasonable (approximately the 67th 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.