

Lifetouch Ministries Inc

Executive Director / CEO

EIN 202747712

IN · NTEE X21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Darla France, Executive Director / CEO** (\$21,400) against **every comparable organization** that fit the selection criteria — **284** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Darla France — reported title "Executive Direc", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

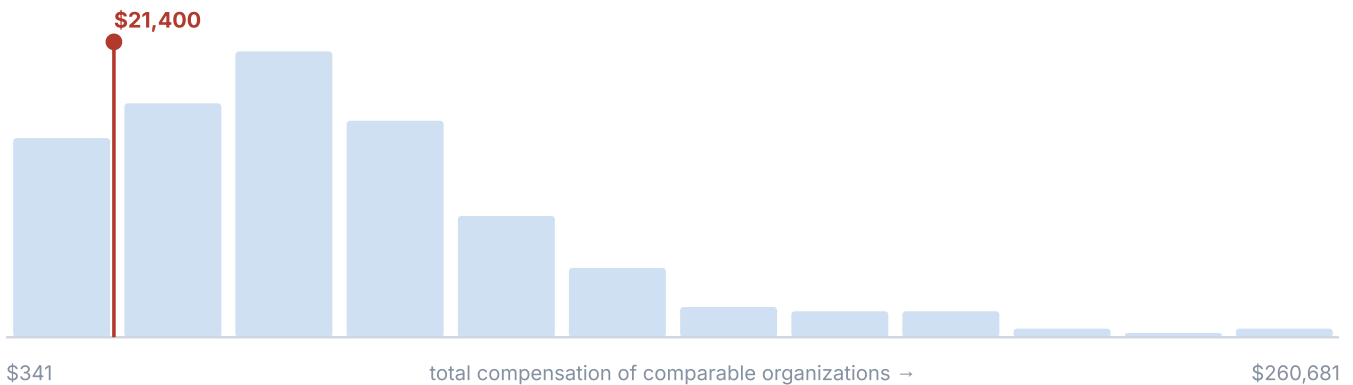
SECTOR Organizations sharing the subject's NTEE classification (X21).

BUDGET Total revenue between \$285,893 and \$640,059 — 0.67x to 1.50x the subject's \$426,706 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

284 organizations qualified on sector, size, and geography → **284** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,137	\$31,046	\$56,156	\$83,823	\$121,137	\$21,400
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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 IN 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
Cornerstone Outreach Center Of Amarillo Inc	TX	\$426,104	Officer	\$72,000	\$68,296	2024
International Training And	OR	\$427,706	President	\$110,163	\$99,876	2023
Life Generating Church Inc	FL	\$425,242	Director	\$9,600	\$8,805	2023
University Christian Church Legacy Foundation	WA	\$428,707	Managing Director	\$94,796	\$82,858	2023
Deeper Still Missions	TN	\$428,805	Executive Direc	\$14,600	\$14,982	2023
The Tolson Group	TX	\$423,309	Director, President	\$176,093	\$167,035	2024
Conexion Training Inc	GA	\$430,212	President	\$101,469	\$96,747	2024
One Another Ministries International	CA	\$430,254	Vice President	\$29,472	\$24,132	2024
Elijah's Retreat Inc	TX	\$422,551	Program Director	\$46,299	\$43,917	2024
Fathers House	MN	\$431,290	Trustee	\$24,000	\$23,152	2023
Jesus Vive Hoy-jesus Is Alive Today	FL	\$421,038	Ministry & Systems Coordinator	\$16,450	\$14,654	2024
Jabbock Ministries Inc	GA	\$420,341	Director	\$36,000	\$35,338	2023
21c International Incorporated	FL	\$433,137	—	\$94,500	\$84,183	2024
Peak 7 Adventures	WA	\$433,333	Executive Dir.	\$64,281	\$56,186	2023
Raccoon River Bible Conference	IA	\$433,663	Director	\$61,960	\$64,332	2024
Men's Leadership Ministries	TX	\$417,981	Executive Director	\$197,600	\$187,435	2024
Campus Christian Fellowship	MO	\$435,869	Campus Minister	\$48,375	\$50,021	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northlake Hope Center	TX	\$416,480	Executive Di	\$55,000	\$52,171	2024
Shepherds' Support Inc	TX	\$437,090	Executive Director	\$116,520	\$113,791	2023
Pneumatrix Inc	CA	\$416,076	Board Member	\$44,578	\$36,502	2024
Mdc Today Foundation Inc	GA	\$415,921	President	\$206,041	\$202,256	2023
Jesus Center Church Inc	GA	\$414,670	Pastor	\$18,000	\$17,670	2023
Bridges For Life Ministries	PA	\$414,327	President	\$48,309	\$45,683	2024
Healing Rooms Ministries	WA	\$439,784	President	\$6,738	\$5,889	2023
Pact Ministry Inc	GA	\$439,827	President	\$127,927	\$121,974	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	284 organizations. Compensation range \$341–\$260,681; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$426,706); for reference, expenses \$447,597 and assets \$79,091.
ROLE MATCH	Darla France, reported title " <i>Executive Direc</i> ", 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	14 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	15 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	14 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 (Darla France) 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 284 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,400 is reasonable (approximately the 15th 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.