

Feed My Lambs International Inc

Executive Director / CEO

EIN 264127122

TX · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gary Sandmann, Executive Director / CEO** (\$50,121) against **every comparable organization** that fit the selection criteria — **107** 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

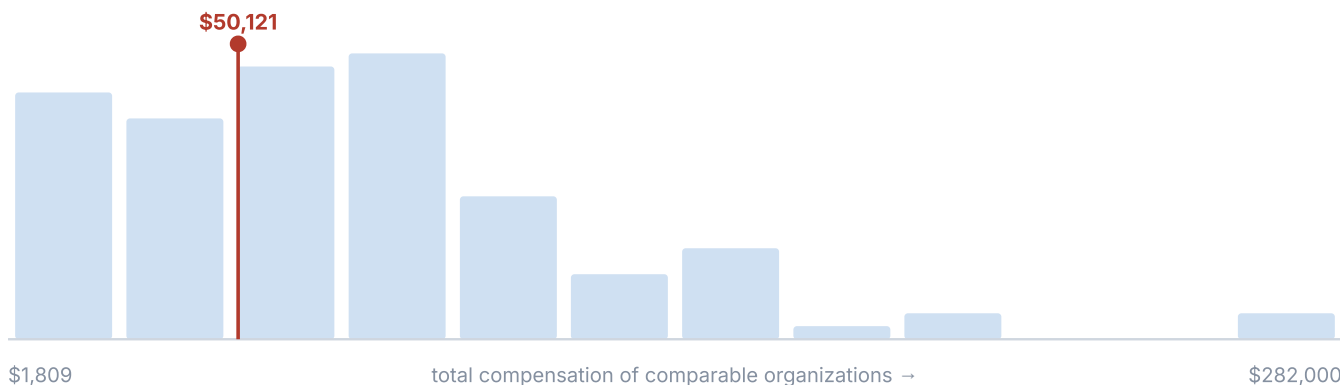
Benchmarked executive: Gary Sandmann — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$153,461 and \$343,570 — 0.67x to 1.50x the subject's \$229,047 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

107 organizations qualified on sector, size, and geography → **107** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,582	\$39,005	\$64,861	\$98,885	\$143,566	\$50,121
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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 TX 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
Iplace	TX	\$227,994	Executive Director	\$50,000	\$50,000	2024
The Equipping Group Inc	TX	\$231,910	Executive Director & Board Chair	\$88,482	\$88,482	2024
Reach Ministries Of Corpus Christi	TX	\$224,648	Ceo	\$70,708	\$72,797	2023
Encounter Gods Presence	TX	\$234,992	President	\$74,000	\$76,186	2023
Hope For The Home Ministries	TX	\$222,545	President	\$49,225	\$49,225	2024
Matt Clayton Ministriesinternational Inc	TX	\$235,571	Employee	\$60,832	\$60,832	2024
New Foundland Foundation Incorporated	TX	\$235,898	Chair	\$208,000	\$208,000	2024
Canyon Pathways	TX	\$221,774	Executive Director	\$117,217	\$117,217	2024
Buddy Hicks Ministries	TX	\$236,372	President	\$44,829	\$44,829	2024
Turning Point Church Of Bay City Tx	TX	\$236,941	Director	\$103,610	\$103,610	2024
5g Reformation Ministries	TX	\$220,267	President	\$46,665	\$46,665	2024
Burning Hope Ministries	TX	\$239,559	President	\$50,000	\$50,000	2024
Breakthrough Nations Ministries	TX	\$239,564	Director	\$24,270	\$24,270	2024
Watchman Fellowship Inc	TX	\$239,595	President	\$19,200	\$19,767	2023
Abiding Fathers	TX	\$240,727	Executive Director	\$109,152	\$109,152	2024
Mir Ministries	TX	\$215,688	Secretary/treasurer	\$76,404	\$78,661	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wildfire Network	TX	\$242,456	President, Executive Director	\$54,770	\$54,770	2024
Sharing Gods Love Inc	TX	\$242,495	Director	\$7,200	\$7,413	2023
Very Bold Ministries Inc	TX	\$214,154	President/di	\$82,500	\$82,500	2024
Empowering Leadership International	TX	\$213,310	President	\$91,235	\$93,930	2023
World Wide Spanish Literature	TX	\$245,076	Secretary	\$18,200	\$18,200	2024
Sea Of Hope Ministries	TX	\$245,090	President	\$54,000	\$54,000	2024
Date Palm Consulting	TX	\$245,162	Key Employee	\$50,095	\$51,575	2023
Power To Live Center	TX	\$247,495	Executive Dir.	\$54,721	\$54,721	2024
Cic Mission Inc	TX	\$247,792	President	\$75,633	\$75,633	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	107 organizations. Compensation range \$1,809–\$282,000; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$229,047); for reference, expenses \$209,442 and assets \$137,168.
ROLE MATCH	Gary Sandmann, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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)	38 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	35 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 (Gary Sandmann) 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 107 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,121 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 9, 2026.