

Justin Peters Ministries

Executive Director / CEO

EIN 320134506
 MT · NTEE X20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Justin Peters, Executive Director / CEO** (\$77,000) against **every comparable organization** that fit the selection criteria — **870** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

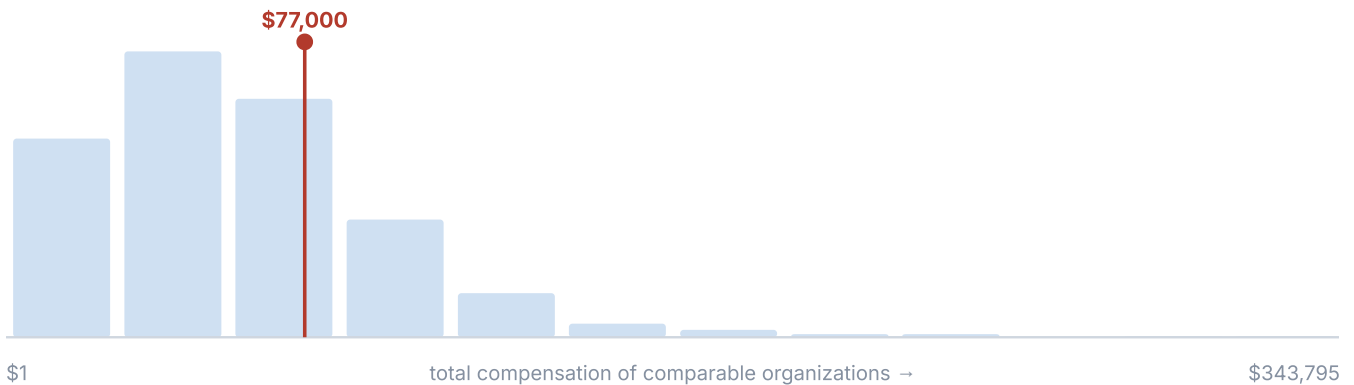
Benchmarked executive: Justin Peters — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$284,603 and \$637,171 — 0.67x to 1.50x the subject's \$424,781 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

870 organizations qualified on sector, size, and geography → **870** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,548	\$31,734	\$54,077	\$82,086	\$107,514	\$77,000
----------	----------	----------	----------	-----------	----------



● 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 MT 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
Mending Wings	WA	\$424,356	President	\$54,548	\$44,006	2024
National Consultants Group Inc	NC	\$424,233	Executive Director	\$90,300	\$84,074	2024
Charis Streams Missions	TX	\$424,118	President/di	\$12,000	\$10,817	2024
Ministerio Cristiano Venga Tu Reino	OR	\$425,466	President	\$46,386	\$38,815	2024
Wisconsin Inmate Education Association	WI	\$425,670	Executive Director	\$96,495	\$88,467	2025
Megavoice International	FL	\$423,573	Executive Di	\$16,000	\$13,544	2024
Crosspoint International Ministries	TN	\$426,060	Director	\$33,479	\$31,709	2024
New Life Global Ministries Inc	WV	\$423,216	Executive Director	\$75,615	\$73,773	2024
New Mercies Ministries Inc	IN	\$426,366	Executive Di	\$77,875	\$76,186	2023
Laflin Life Foundation Inc	CO	\$426,424	President	\$134,842	\$119,948	2023
Ora Academy	NY	\$422,513	Executive Di	\$78,500	\$63,918	2024
Nothing Is Wasted Ministries Inc	IN	\$427,143	President	\$85,740	\$83,880	2023
Center Of Revival Inc	FL	\$422,379	President	\$74,000	\$62,641	2024
Heidi & Rolland Baker Ministries	TN	\$421,722	Executive Director	\$179,421	\$169,940	2024
Street Life Ministries	NY	\$427,879	Executive Director	\$55,500	\$46,525	2023
Relationships For Christ Ministries	TX	\$427,905	President	\$45,400	\$42,130	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Catholic Prayer Breakfast Inc	DC	\$427,940	Director	\$10,000	\$7,907	2024
Orcas Island Foundation	WA	\$428,094	General Manager	\$38,980	\$31,447	2024
Heart For The World Ministries	TX	\$421,467	Pres. / Executive Director	\$55,575	\$51,573	2023
Tommy Walker Ministries	CA	\$428,327	Executive Dir.	\$71,300	\$55,477	2024
Lepanto Institute	VA	\$428,734	President	\$81,000	\$70,472	2024
Crossway International Inc	TX	\$429,360	Ceo	\$129,639	\$116,852	2024
Midland Ministries Inc	MO	\$420,178	Executive Director	\$10,644	\$10,159	2024
Gather At The Table Inc	NE	\$420,106	President	\$25,000	\$24,945	2023
International Prayer Connect Inc	AZ	\$429,530	Executive Director	\$91,499	\$79,292	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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	870 organizations. Compensation range \$1–\$343,795; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$424,781); for reference, expenses \$356,615 and assets \$1,003,357.
ROLE MATCH	Justin Peters, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 21 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	71 st
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	70 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 (Justin Peters) 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 870 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,000 is reasonable (approximately the 71st 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.