

Innerlight Ministries Inc

Executive Director / CEO

EIN 351860686
 IN · NTEE X21Z
 FY ending 2023-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Rhonda Foley, Executive Director / CEO** (\$6,600) against **every comparable organization** that fit the selection criteria — **295** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

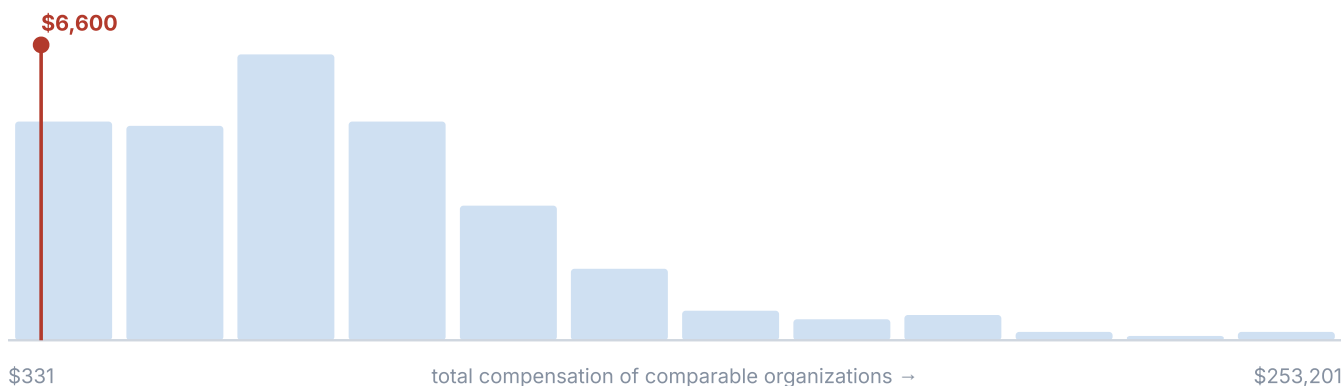
Benchmarked executive: Rhonda Foley — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21Z).
BUDGET	Total revenue between \$268,082 and \$600,184 — 0.67x to 1.50x the subject's \$400,123 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

295 organizations qualified on sector, size, and geography → **295** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,608	\$30,035	\$56,914	\$81,988	\$114,203	\$6,600
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 3RD
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\$6,600



■ 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
Silkroad Mission	CA	\$400,789	President	\$13,020	\$10,661	2023
Centro Biblico Casa De Restauracion Inc	NY	\$399,111	President	\$18,480	\$15,381	2024
Bob Russell Ministries Inc	KY	\$398,951	President	\$18,000	\$17,812	2024
Witnessing Ministries Of Christ	CA	\$401,452	President & Ceo	\$13,200	\$10,228	2025
Grace Ministries International Inc	GA	\$398,621	Executive Dir.	\$44,510	\$41,221	2024
Vision Productions Inc	TN	\$398,416	President	\$42,662	\$41,304	2024
Stillpoint The Center For Christian	CA	\$397,476	Executive Dir.	\$68,543	\$54,515	2024
Mexico Mission Ministries Inc	TX	\$402,904	President	\$32,400	\$29,851	2024
One Lord One Faith One Baptism Christian Church Inc	CA	\$397,251	Ceo/pastor	\$154,986	\$123,266	2024
Restoration International Inc	TX	\$405,180	President	\$58,519	\$55,509	2023
Journey Ministries	MI	\$394,900	Pastor	\$61,765	\$58,719	2024
Early Childhood Christian Network	TX	\$405,528	Executive Dir.	\$67,500	\$62,190	2024
Mary's Children Inc	IN	\$405,564	Director	\$16,100	\$15,638	2024
Aleksandr Shevchenko	CA	\$394,191	Ceo	\$39,000	\$30,219	2025
Mission Barnabas International	TX	\$391,748	Pres/ceo/director	\$72,120	\$66,448	2024
Interhope Inc	FL	\$391,245	Executive Director	\$33,000	\$28,553	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Christian Church The Old Path	TX	\$410,732	President	\$72,580	\$66,872	2024
Ministerio El Dios Viviente Inc	NY	\$389,062	Pastor	\$23,000	\$19,143	2024
The Christian Performing Artists'	SC	\$388,938	Executive Di	\$16,500	\$15,855	2024
One Family Fellowshipone Nation Inc	TX	\$411,806	President	\$78,278	\$72,121	2024
Bridges For Life Ministries	PA	\$414,327	President	\$48,309	\$44,372	2024
Jesus Center Church Inc	GA	\$414,670	Pastor	\$18,000	\$17,162	2023
Idaho Episcopal Foundation Inc	ID	\$384,427	Executive Director	\$28,000	\$28,245	2023
Gracethrufaithcom Inc	UT	\$384,336	President	\$18,000	\$16,969	2024
Mdc Today Foundation Inc	GA	\$415,921	President	\$206,041	\$196,453	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 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 295 organizations. Compensation range \$331–\$253,201; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$400,123); for reference, expenses \$424,014 and assets \$713,331.

ROLE MATCH Rhonda Foley, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	3 rd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	5 th
All sources (D + E + F), adjusted	2 nd

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 (Rhonda Foley) 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 295 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,600 is reasonable (approximately the 3rd 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.