

Rod And Staff Ministries Inc

Executive Director / CEO

EIN 352018346

IN · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **James Fain, Executive Director / CEO** (\$101,976) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

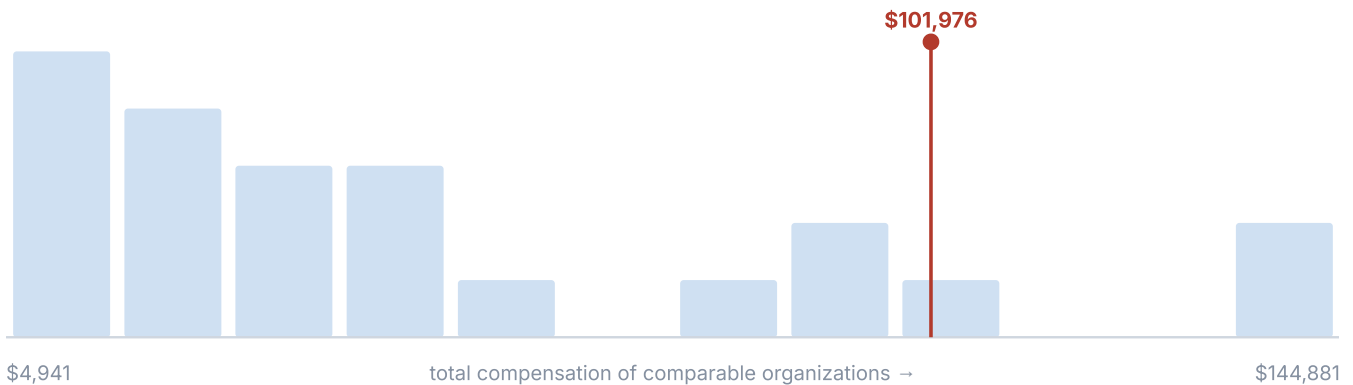
Benchmarked executive: James Fain — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$156,378 and \$350,100 — 0.67x to 1.50x the subject's \$233,400 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + IN + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,350	\$17,474	\$38,413	\$75,387	\$105,968	\$101,976
----------	----------	----------	----------	-----------	------------------



● 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
Blue Tassel Farm	IN	\$230,516	President	\$9,531	\$9,531	2024
Kyampisi Childcare Ministries Inc	IN	\$218,604	Admin Asst/c	\$10,000	\$10,000	2024
Thin Blue 1st Inc	IN	\$255,021	Ceo Executive Director	\$107,564	\$107,564	2024
Be The Edge Fort Wayne Inc	IN	\$210,034	Chief Minist	\$144,881	\$144,881	2024
School Alive Inc	IN	\$257,160	President	\$4,941	\$4,941	2024
The Freedom Center Inc	IN	\$259,383	Executive Di	\$22,618	\$23,286	2023
Brave Way Home Inc	IN	\$262,503	Director	\$60,635	\$60,635	2024
Edge Mentoring Inc	IN	\$265,088	Exec Program	\$91,600	\$91,600	2024
Nomad Church Collective Inc	IN	\$201,249	Minister Board Member	\$48,531	\$49,964	2023
Indiana Biblical Counseling Center Inc	IN	\$200,825	Director	\$133,635	\$137,582	2023
Greater Faith Community Ministry	IN	\$266,144	Director	\$33,321	\$34,305	2023
Camp Watcha Wanna Do Ltd	IN	\$186,047	Development	\$37,031	\$37,031	2024
Liberty Ministries Inc	IN	\$282,781	Board Member Teacher	\$13,695	\$14,100	2023
The Gathering Of Northwest Indiana Inc	IN	\$285,278	Pastor	\$88,500	\$88,500	2024
Ebenezer Shepherding Ministries Of	IN	\$286,158	President	\$19,496	\$19,496	2024
Phare Warrior	IN	\$301,626	Director	\$13,500	\$13,500	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Behind The Wire Ministries Inc	IN	\$302,244	President	\$20,400	\$20,400	2024
Four10 Ministries Inc	IN	\$162,446	Executive Di	\$46,000	\$46,000	2024
Connection Ministries Inc	IN	\$160,875	Executive Director	\$44,520	\$44,520	2024
Lakeland Child Evangelism Ministrie	IN	\$314,533	Assistant Di	\$38,652	\$39,794	2023
Gymtown Pantry Inc	IN	\$332,000	President	\$78,000	\$80,304	2023
Seed Ministry Inc	IN	\$334,864	Pastor/director	\$16,800	\$16,800	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 22 organizations. Compensation range \$4,941–\$144,881; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$233,400); for reference, expenses \$256,685 and assets \$256,259.

ROLE MATCH James Fain, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	86th
Total compensation (D + F), as reported (no adjustments)	86th

Reportable pay only (column D), adjusted

91st

All sources (D + E + F), adjusted

86th

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 (James Fain) 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 22 similarly situated organizations (Same NTEE sector (X20) + IN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$101,976 is reasonable (approximately the 86th 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.