

Next Step Ministries Inc

Executive Director / CEO

EIN 455448539

NM · NTEE P85

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Todd Loudon, Executive Director / CEO** (\$49,609) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

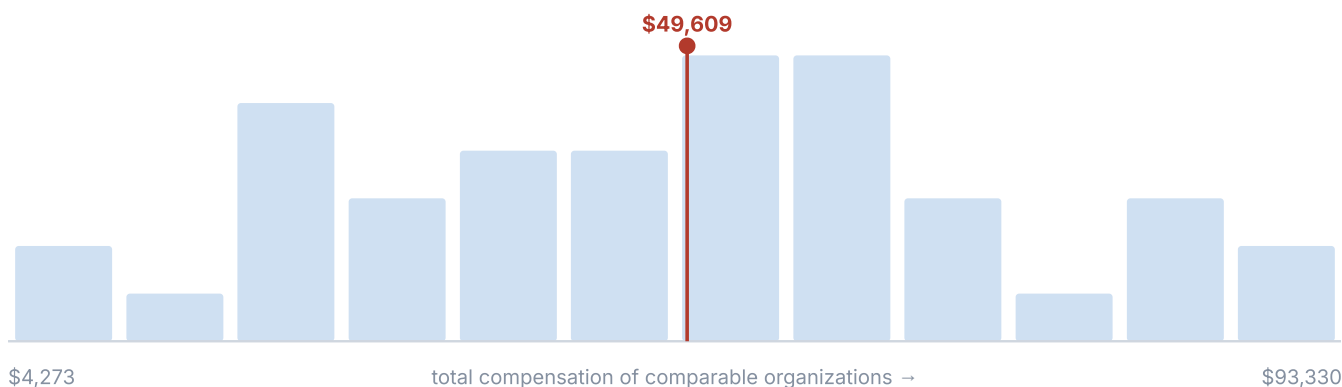
Benchmarked executive: Todd Loudon — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P85).
BUDGET	Total revenue between \$141,457 and \$316,695 — 0.67x to 1.50x the subject's \$211,130 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P85), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,916	\$30,389	\$49,477	\$61,666	\$79,451	\$49,609
----------	----------	----------	----------	----------	----------



● 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 NM 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
Power Safe Place Resource Center Of Virginia	VA	\$210,475	Executive Director	\$33,963	\$30,489	2023
Haight Ashbury Food Program	CA	\$215,790	Treasurer	\$23,000	\$17,935	2024
Artist Mentorship Program	OR	\$203,809	Executive Director	\$87,850	\$75,851	2023
Would-works Inc	CA	\$203,244	Executive Director	\$38,582	\$30,087	2024
Homeless Hookup	OH	\$219,275	Executive Director	\$60,783	\$58,139	2024
Shower The People	TN	\$200,531	Executive Director	\$45,000	\$42,717	2024
Brian Gibbons Homeless Outreach Inc	CT	\$224,973	Program Director	\$78,375	\$66,362	2024
Wave Project	MI	\$228,420	Executive Director	\$20,000	\$19,193	2023
Dandelion House	OR	\$230,189	President	\$11,470	\$9,619	2024
Shelter Tech	CA	\$231,418	Co - Executive Director	\$80,000	\$62,385	2024
New Futures Inc	AL	\$237,789	Executive Director	\$53,700	\$52,391	2024
Henderson County Homeless Ministry	TX	\$239,860	Executive Dir.	\$21,500	\$19,996	2023
Family Promise Of Greater Chattanooga	TN	\$240,312	Executive Director (Ended July 2025)	\$47,572	\$45,158	2024
Ncompass	OR	\$246,301	Executive Dir.	\$34,670	\$29,935	2023
The Samaritan Well Inc	IL	\$248,473	Executive Director	\$56,661	\$49,009	2025
Weaver Foundation	WA	\$250,008	Executive Director	\$72,324	\$60,203	2023
Second Chances Inc	MA	\$255,587	Ceo President	\$106,575	\$86,487	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hands And Feet Foundation	FL	\$258,760	President	\$80,740	\$68,498	2024
Operation In My Backyard	PA	\$161,547	Executive Di	\$23,105	\$21,422	2023
Love-a-child Missions	CA	\$261,556	Secretary Treas	\$5,479	\$4,273	2024
Dignity Project	CO	\$263,060	Ceo	\$74,800	\$64,772	2024
Wecare Of Clinton County	IN	\$158,825	Director	\$36,800	\$35,046	2024
Lee County Homeless Coalition Inc	FL	\$266,454	Former Executive Director	\$70,327	\$61,426	2023
Blankets Of Hope Inc	NY	\$269,048	President & Ceo	\$65,385	\$53,357	2024
Crossroads At Park Place Inc	TX	\$152,059	Executive Director	\$29,250	\$26,423	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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 40 organizations. Compensation range \$4,273–\$93,330; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$211,130); for reference, expenses \$135,459 and assets \$229,191.

ROLE MATCH Todd Loudon, reported title "*President*", 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	50th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	50 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 (Todd Loudon) 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 40 similarly situated organizations (Same NTEE sector (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,609 is reasonable (approximately the 50th 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.