

Live Your Mission Incorporated

Executive Director / CEO

EIN 463382821
 FL · NTEE X20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **James L Phillips, Executive Director / CEO** (\$57,011) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: James L Phillips — 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).

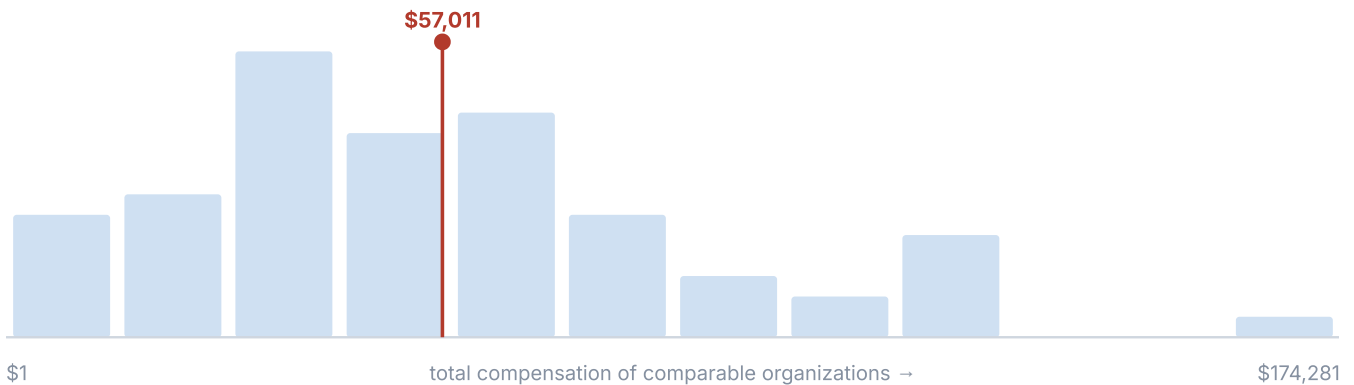
BUDGET Total revenue between \$214,936 and \$481,200 — 0.67x to 1.50x the subject's \$320,800 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20) + FL + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography

→ **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,200	\$33,850	\$48,918	\$74,000	\$104,571	\$57,011
----------	----------	----------	----------	-----------	----------



● 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 FL 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
American Educational Development Incorporated	FL	\$321,216	Executive Director	\$96,975	\$96,975	2024
Gods Share Program Inc	FL	\$328,131	President	\$39,520	\$39,520	2024
Agencia Nexus Internacional Inc	FL	\$329,621	Executive Director	\$12,200	\$12,560	2023
One Way Out Ministries Inc	FL	\$329,694	President	\$45,643	\$48,918	2022
S O S Ministries Inc	FL	\$310,658	President	\$60,000	\$60,000	2024
Church Planting America Inc	FL	\$306,657	President	\$34,500	\$34,500	2024
Worship Catalyst Inc	FL	\$304,061	Executive Director	\$119,243	\$122,765	2023
Christian Adventures International Inc	FL	\$303,855	President Director	\$35,750	\$35,750	2024
Hidden Harvest International Inc	FL	\$302,723	President	\$98,000	\$105,031	2022
Lx Ministries Inc	FL	\$342,190	President/director	\$121,748	\$121,748	2024
Wings Of Eagles International Inc	FL	\$342,635	Vice Preside	\$45,500	\$45,500	2024
Global Baptist Training Foundation	FL	\$297,268	Executive Di	\$56,000	\$57,654	2023
Assembly Of God Pentecostal Fire	FL	\$348,937	President	\$24,000	\$24,000	2024
Bethel Family Enrichment Center	FL	\$350,000	Project Coordinator	\$40,000	\$40,000	2024
Iconicity Inc	FL	\$350,745	President/treasurer	\$174,281	\$174,281	2024
Forge Men Inc	FL	\$350,952	Creative Director	\$95,450	\$95,450	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Destiny Align Ministries Inc	FL	\$353,009	Executive Di	\$67,115	\$69,097	2023
New Life Outreach Ministry Inc	FL	\$280,538	Bd Member Ceo	\$12,025	\$12,380	2023
Christ Is The Answer Ministries Inc	FL	\$361,100	President	\$83,016	\$83,016	2024
Christian Surfers Of North America	FL	\$279,680	Finance Operations	\$67,000	\$68,979	2023
United Nations For Israel Inc	FL	\$363,888	President	\$68,900	\$68,900	2024
Ministerio Internacional Casa De Amor Inc	FL	\$276,706	Director	\$32,267	\$32,267	2024
Foundations Of Freedom Inc	FL	\$369,000	President	\$52,000	\$52,000	2024
From The Ground Up Ministries Inc	FL	\$369,257	Vpdirector	\$12,000	\$12,354	2023
Living New Ministries International	FL	\$271,951	President	\$6,500	\$6,500	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 65 organizations. Compensation range \$1–\$174,281; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$320,800); for reference, expenses \$384,556 and assets \$19,826.

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

OUTLIERS 1 peer 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	55 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	55 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 (James L Phillips) 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 65 similarly situated organizations (Same NTEE sector (X20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,011 is reasonable (approximately the 55th 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.