

# Re-launch Ministries Inc

Executive Director / CEO

EIN 474757733  
 SC · NTEE X20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **John Hastings, Executive Director / CEO** (\$94,700) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

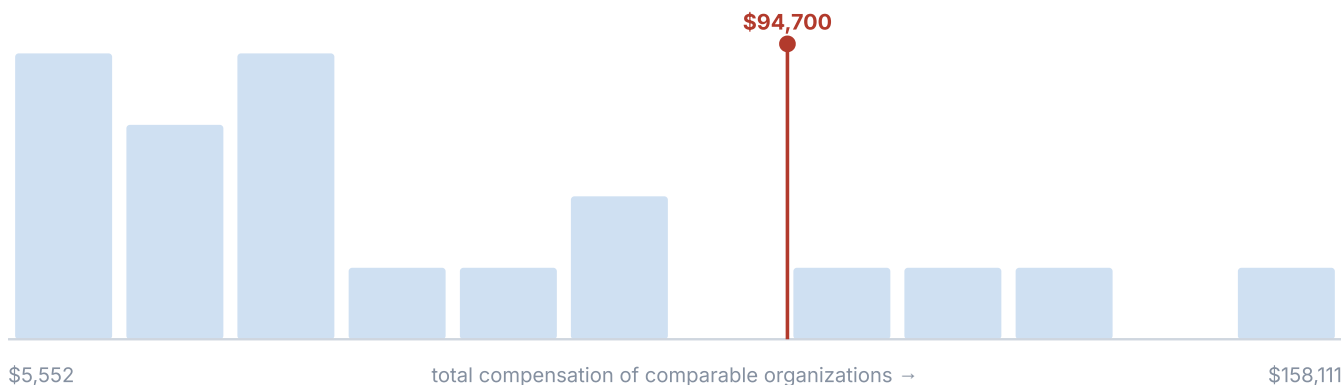
**Benchmarked executive:** John Hastings — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$187,454 and \$419,674 — 0.67x to 1.50x the subject's \$279,783 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + SC + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,891	\$22,656	\$39,012	\$74,896	\$119,909	\$94,700
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## ■ 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 SC 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
<a href="#">Students In The Word Inc</a>	SC	\$277,160	Executive Dir.	\$39,583	<b>\$38,563</b>	2025
<a href="#">Kingsmen Baseball Inc</a>	SC	\$288,046	Director	\$60,000	<b>\$61,772</b>	2023
<a href="#">2 Becoming 1 Global Inc</a>	SC	\$291,373	Dirctor, President	\$24,000	<b>\$24,000</b>	2024
<a href="#">Hope Missions Of The Upstate</a>	SC	\$297,633	Secretary	\$5,552	<b>\$5,552</b>	2024
<a href="#">Open Door Ministries Of Mt Pleasant Inc</a>	SC	\$304,337	President	\$36,000	<b>\$36,000</b>	2024
<a href="#">Barnabas Network Inc</a>	SC	\$236,229	Founder	\$78,000	<b>\$80,304</b>	2023
<a href="#">Partner 10 15 Ministries</a>	SC	\$234,549	Vice President	\$8,058	<b>\$8,058</b>	2024
<a href="#">Nurmay Missions Inc</a>	SC	\$231,056	President	\$7,225	<b>\$7,225</b>	2024
<a href="#">Brown Family Ministries Inc</a>	SC	\$340,264	Board & Executive Director Of Bfm	\$48,993	<b>\$50,440</b>	2023
<a href="#">Lifeline International Inc</a>	SC	\$211,786	President	\$158,111	<b>\$158,111</b>	2024
<a href="#">Frazor Evangelistic Association</a>	SC	\$207,276	President	\$36,400	<b>\$39,012</b>	2022
<a href="#">Simply Worship Inc</a>	SC	\$206,064	President	\$41,650	<b>\$42,880</b>	2023
<a href="#">Family Life Center International Inc</a>	SC	\$202,911	President	\$101,513	<b>\$101,513</b>	2024
<a href="#">Shane Willard Ministries</a>	SC	\$360,096	President	\$119,000	<b>\$119,000</b>	2024
<a href="#">Charleston Presbyterian Church</a>	SC	\$195,514	Admininstrat	\$12,969	<b>\$13,899</b>	2022
<a href="#">Soar Columbia</a>	SC	\$368,773	Executive Di	\$69,487	<b>\$69,487</b>	2024
<a href="#">Kairos Christian Academy</a>	SC	\$373,956	Co-director	\$21,876	<b>\$21,312</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ironman Outdoor Ministries Inc</a>	SC	\$389,469	Executive Di	\$120,000	<b>\$123,544</b>	2023
<a href="#">David Mcdonald Ministries</a>	SC	\$408,656	Director	\$24,000	<b>\$24,000</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	19 organizations. Compensation range \$5,552–\$158,111; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$279,783); for reference, expenses \$252,848 and assets \$154,141.
ROLE MATCH	John Hastings, reported title " <i>PRESIDENT</i> ", 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	79 <sup>th</sup>
Reportable pay only (column D), adjusted	84 <sup>th</sup>
All sources (D + E + F), adjusted	79 <sup>th</sup>

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

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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 (John Hastings) 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 19 similarly situated organizations (Same NTEE sector (X20) + SC + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$94,700 is reasonable (approximately the 79<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.