

The Master's Mission Inc

Executive Director / CEO

EIN 621652395
 SC · NTEE Q330
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Neisha Strange, Executive Director / CEO** (\$16,670) against **every comparable organization** that fit the selection criteria — **229** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

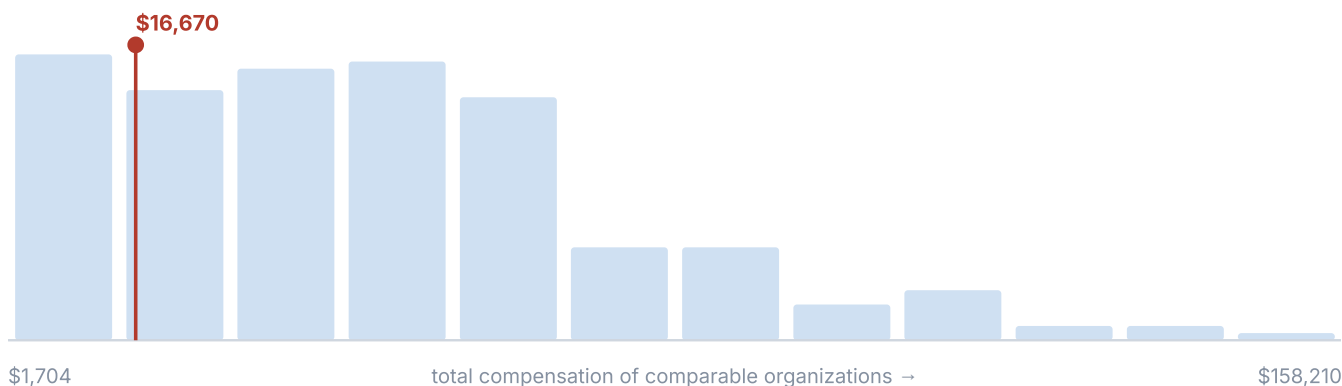
Benchmarked executive: Neisha Strange — reported title "ADMINISTRATO", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (Q330).
- BUDGET** Total revenue between \$238,588 and \$534,153 — 0.67x to 1.50x the subject's \$356,102 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

229 organizations qualified on sector, size, and geography → **229** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,849	\$21,264	\$41,489	\$59,747	\$85,907	\$16,670
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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
Hands Up For Haiti Inc	NY	\$355,875	Past Executive Director	\$18,138	\$15,260	2024
Silent Images Inc	NC	\$354,885	Executive Director	\$83,500	\$80,328	2024
Lemonade International Inc	NC	\$357,700	Executive Director	\$84,892	\$84,080	2023
Miqueas 6-8 Inc	GA	\$357,781	Board Members	\$5,000	\$4,819	2023
Olive Tree Ministry Inc	CA	\$358,573	Executive Di	\$36,000	\$29,798	2023
Africa Future Foundation	CA	\$358,743	Cfo	\$12,000	\$9,933	2023
Apple Of His Eye Charity	OR	\$352,778	Executive Dir.	\$36,365	\$31,442	2024
Love Mercy Inc	KS	\$347,924	President	\$36,725	\$38,031	2023
Aarti For Girls Inc	TX	\$347,788	Vp & Treasurer	\$25,000	\$23,284	2024
Daisy Project India Inc	MO	\$364,730	President	\$9,030	\$8,905	2024
Get Up Project	TX	\$365,265	Executive Di	\$55,794	\$53,498	2023
Angel Of Faith Non Profit Organization	CA	\$346,809	President	\$82,500	\$66,327	2024
Ezekiel Rain Inc	AR	\$366,569	Ceo, Pres, T	\$79,561	\$85,724	2023
Valentino Achak Deng Foundation	CA	\$368,263	Executive Director/co-founder	\$93,750	\$75,371	2024
Dail Community Of Usa Inc	GA	\$369,300	President	\$65,000	\$62,647	2023
Hope Fleet International Inc	FL	\$369,394	President	\$9,125	\$7,981	2024
Aim4india	TX	\$342,503	Executive Dir.	\$65,167	\$62,485	2023
Oasis Communities International Inc Ministries	TX	\$370,193	President	\$31,681	\$29,506	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pour International Incorporated	GA	\$342,008	Director Treasurer	\$57,600	\$53,922	2024
Abandoned Little Angels Nhom Tinh Thuong	TX	\$370,370	Executive Director	\$50,000	\$46,567	2024
Haiti Gospel Outreach	CA	\$371,372	Development	\$50,400	\$41,717	2023
Ends Of The Earth Ministries Inc	TX	\$340,799	Board Member/sec/treas	\$77,500	\$72,179	2024
Pamoza International	PA	\$340,461	Executive Director	\$35,150	\$32,636	2024
Food For His Children Inc	MN	\$340,145	Board Chair And Treasurer	\$50,000	\$47,358	2023
Life Center Ethiopia	CO	\$373,686	Executive Director	\$52,000	\$46,424	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 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 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.

■ Sample, role match & sensitivity

PEER COUNT	229 organizations. Compensation range \$1,704–\$158,210; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$356,102); for reference, expenses \$365,852 and assets \$154,165.
ROLE MATCH	Neisha Strange, reported title <i>"ADMINISTRATO"</i> , 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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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	20 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	18 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 (Neisha Strange) 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 229 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,670 is reasonable (approximately the 20th 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.