

New Life Fellowship Ministries Inc

Executive Director / CEO

EIN 640896050

MS · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Terry L Weems, Executive Director / CEO** (\$13,200) against **every comparable organization** that fit the selection criteria — **140** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

Benchmarked executive: Terry L Weems — 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).

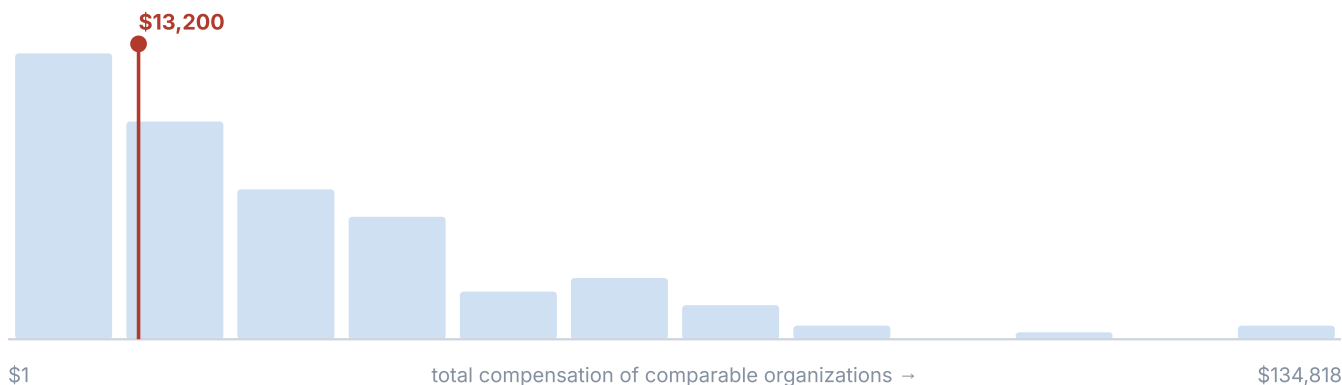
BUDGET Total revenue between \$52,116 and \$116,679 — 0.67x to 1.50x the subject's \$77,786 (the band tightens as size grows).

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

140 organizations qualified on sector, size, and geography

→ **140** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,990

\$9,212

\$21,761

\$39,198

\$62,615

\$13,200



■ 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 MS 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
20d Ministries	CO	\$77,871	President &	\$49,400	\$42,531	2024
Xpansion Ministries	TX	\$77,300	President	\$4,800	\$4,311	2024
Spirit And Truth Ministries Of	OH	\$77,133	Senior Pastor/executive Director	\$19,308	\$18,362	2024
Kerith Springs Lodge Inc	OR	\$78,477	Director	\$1,534	\$1,279	2024
Iglesia Cristiana De Restauracion Inc	CA	\$78,576	President	\$28,800	\$22,989	2023
Craig Walker Coaching Inc	TX	\$76,969	President	\$55,375	\$49,735	2024
Faith Ministry Evangelistic Assoc	IL	\$78,684	Presidentsenior Pastor	\$11,804	\$10,728	2023
The Church Christian Fellowship	CA	\$76,627	Pastor	\$27,200	\$21,711	2023
Christ Center Church	AL	\$79,152	Pastor	\$14,725	\$14,283	2024
The Cana Project Inc	CA	\$79,385	President	\$70,155	\$55,998	2023
Free To Worship Ministries	AZ	\$76,099	Board Member	\$4,322	\$3,732	2024
Deborah Stricklin Ministries	TN	\$79,563	Executive Director	\$2,400	\$2,265	2024
Noble Maritime Ministries	WA	\$75,330	President	\$76,400	\$61,415	2024
Steve Gray Ministries Inc	MO	\$75,092	President	\$59,400	\$56,488	2024
The Journey Center	CA	\$80,696	Executive Dir.	\$32,120	\$25,639	2023
Good News For Little People	TN	\$80,900	President	\$23,205	\$21,901	2024
Leaders For Christ Inc	MI	\$74,152	President	\$16,973	\$15,730	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fairview Mountain Ministries Inc	NC	\$82,041	Executive Director non Voting	\$41,960	\$38,928	2024
Jamey O Graham Ministries	SC	\$73,360	President	\$8,700	\$8,390	2023
Men Of Resolution	CA	\$82,247	President	\$6,000	\$4,652	2024
Stephen Tong Evangelistic Ministries International	OH	\$82,410	President And Missionary	\$18,500	\$17,593	2024
Steve Henshaw Ministry Inc	MO	\$82,655	President	\$134,710	\$128,107	2024
Ministerio International El Shadai Corp	FL	\$82,662	President	\$12,000	\$10,420	2023
Ywam - Arctic Mercy Inc	AK	\$72,879	President	\$58,446	\$51,652	2023
Dignity San Francisco Inc	CA	\$72,496	Adminstrator	\$11,738	\$9,370	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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	140 organizations. Compensation range \$1–\$134,818; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$77,786); for reference, expenses \$201,939 and assets \$423,308. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Terry L Weems, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	31 st
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	6 th
All sources (D + E + F), adjusted	31 st

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 (Terry L Weems) 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 140 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,200 is reasonable (approximately the 31st 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.