

New Song Mission Inc

Executive Director / CEO

EIN 800082755

IN · NTEE B25

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Robert Schloss, Executive Director / CEO** (\$42,375) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

Benchmarked executive: Robert Schloss — reported title “EXECUTIVE DIRECTOR AND SEC”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

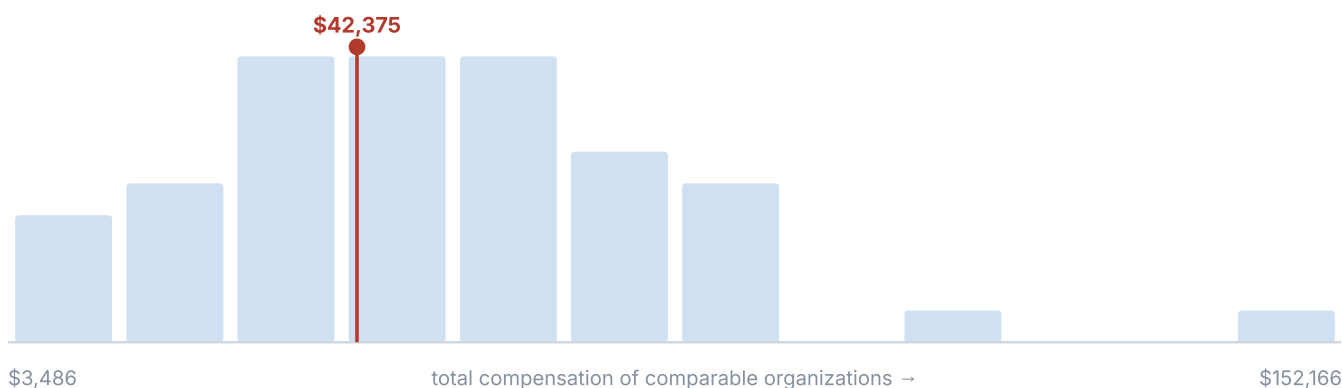
SECTOR Organizations sharing the subject's NTEE classification (B25).

BUDGET Total revenue between \$284,347 and \$636,598 — 0.67x to 1.50x the subject's \$424,399 (the band tightens as size grows).

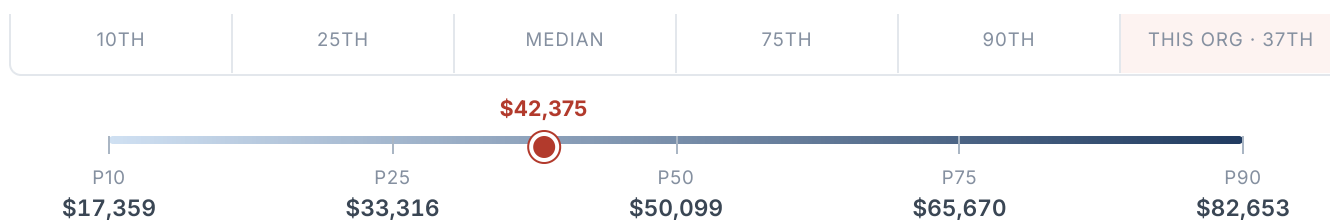
GEOGRAPHY Same NTEE sector (B25), nationwide + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,359	\$33,316	\$50,099	\$65,670	\$82,653	\$42,375
----------	----------	----------	----------	----------	----------



■ 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 IN 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
Js Bryant School Inc	MA	\$423,940	Director (Thru 10/5/24)	\$50,000	\$42,606	2024
Sunshine Alternative Education Cent	NY	\$425,409	Ceo	\$43,550	\$37,317	2024
Fiat Classical Academy Inc	IN	\$418,197	President	\$68,250	\$66,491	2025
Gold Star Private Academy Inc	FL	\$414,915	Co-founder/i	\$53,484	\$46,416	2025
Saint Sophia Hellenic Orthodox School	UT	\$411,669	Director	\$88,059	\$85,464	2024
North Branch School Inc	VT	\$406,253	Board Treasurer	\$48,631	\$46,416	2024
Yotzer Ohr Lakewood A Nj Nonprofit	NJ	\$444,353	Trustee	\$24,923	\$20,557	2025
Mesivta Meromei Tzvi Inc	NJ	\$403,891	President	\$84,200	\$71,288	2024
The Patrick School Inc	NJ	\$403,755	President	\$45,000	\$38,099	2024
The Joseph School Inc	TN	\$455,433	Executive Director	\$70,000	\$71,834	2023
Heartland High School	OH	\$460,595	Executive Di	\$40,192	\$40,367	2024
Sphinx Academy Inc	KY	\$464,773	Director Of Education	\$109,230	\$108,413	2025
Banner Learning Corp	FL	\$379,328	President/director	\$68,604	\$61,114	2024
Lotts Creek Community School	KY	\$375,955	President	\$24,480	\$25,676	2023
Riverside Club For Adventure And Imagination	IL	\$485,273	Executive Director	\$85,064	\$81,644	2023
Texas Spring Corporation	TX	\$486,922	Principal	\$60,000	\$60,997	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hx Chinese School At Plainsboro	NJ	\$358,021	Trustee	\$4,000	\$3,486	2023
Kinetic Bridges	MO	\$355,361	Exec Dir Of Education	\$17,136	\$17,211	2024
West Logan Christian Academy	WV	\$495,961	Secretary	\$28,400	\$29,159	2024
Monroe School Inc	DC	\$504,046	President	\$5,000	\$4,459	2022
Propel Education Forum Of	MS	\$504,163	President &	\$47,436	\$50,099	2024
Zion Academy	UT	\$343,350	Teacher	\$51,391	\$51,350	2023
Jewish Teen Learning Connectioninc	CT	\$342,599	Executive Di	\$84,276	\$74,930	2024
Chesterton Academy Of The Sacred Heart Nfp Inc	IL	\$506,307	Headmaster	\$91,648	\$85,439	2024
Kestrel Schools Inc	AZ	\$508,822	President/ex	\$35,484	\$33,316	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	49 organizations. Compensation range \$3,486–\$152,166; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$424,399); for reference, expenses \$582,506 and assets \$1,929,067.
ROLE MATCH	Robert Schloss, reported title <i>"EXECUTIVE DIRECTOR AND SEC"</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	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	37 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	33 rd

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 (Robert Schloss) 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 49 similarly situated organizations (Same NTEE sector (B25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,375 is reasonable (approximately the 37th 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.