

This Is Living Ministries

Executive Director / CEO

EIN 820832575

TN · NTEE I40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lindsay Holloway, Executive Director / CEO** (\$44,200) against **every comparable organization** that fit the selection criteria — **51** 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

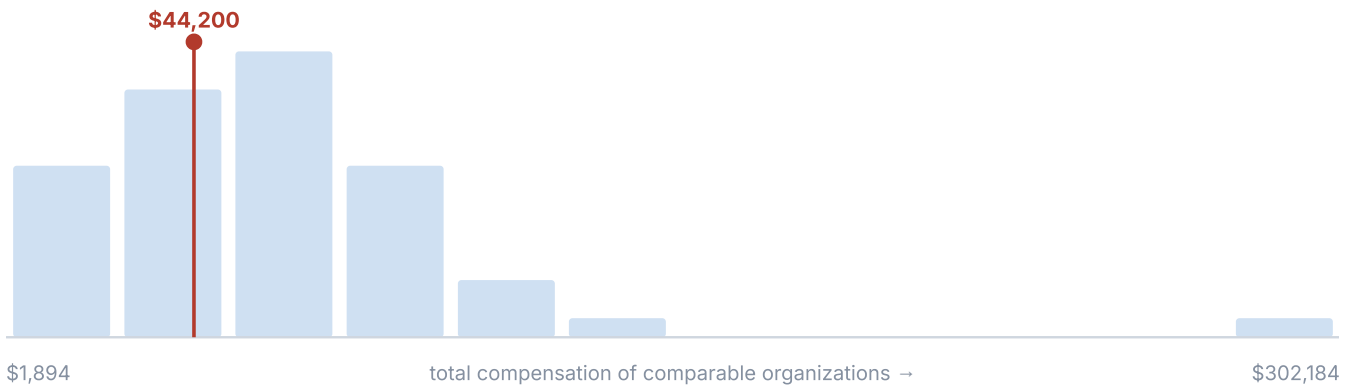
Benchmarked executive: Lindsay Holloway — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I40).
BUDGET	Total revenue between \$255,008 and \$570,915 — 0.67x to 1.50x the subject's \$380,610 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I40), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,348	\$32,380	\$54,650	\$81,556	\$99,010	\$44,200
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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 TN 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
Man Up Inc	RI	\$377,528	Ceo/founder	\$108,536	\$99,010	2024
Celebrate Forever Families	TX	\$376,007	Out Going Executive Director	\$54,808	\$52,158	2024
The Childrens Law Project Of Hawaii	HI	\$391,252	Executive Director	\$46,565	\$39,662	2024
No More Tears Inc	CA	\$394,088	President	\$68,144	\$57,633	2023
Center For Correctional Concerns	IL	\$396,642	Executive Di	\$63,575	\$59,461	2024
My Way Out Inc	WI	\$399,041	Executive Director	\$83,248	\$82,711	2024
Rebuilding Exoffenders Successfully	FL	\$360,213	Executive Director	\$72,000	\$64,348	2024
Pathway To Promise Inc	VA	\$401,323	Chief Executive Officer	\$14,813	\$13,607	2024
Youth-led Justice	ME	\$407,221	Co-director	\$39,214	\$38,459	2023
Joshua's Promise Ministries Inc	FL	\$353,006	President	\$37,200	\$33,246	2024
Saving Grace Min Of Rochester Inc	NY	\$410,413	President	\$53,092	\$45,641	2024
Trinity Restoration Ministries	TX	\$346,973	President/executive Director	\$27,000	\$26,454	2023
Branch Of Goodness Agape Rehabilitation Center	TX	\$415,421	Director	\$30,000	\$28,549	2024
Strategies To Overcome Obstacles	MI	\$415,961	Executive Di	\$90,196	\$88,568	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bethany Haven Inc	KY	\$344,379	Executive Director	\$52,648	\$52,425	2025
Discipleship Unlimited Inc	TX	\$422,166	President	\$93,012	\$91,129	2023
Ncircle Inc	KS	\$338,461	Executive Dir.	\$69,973	\$74,041	2023
Transitions Of Dyer County	TN	\$335,492	Executive Director	\$45,050	\$45,050	2024
Turnkey Development Institute	OH	\$428,042	President & Ceo	\$291,293	\$302,184	2023
Smile Inc	WI	\$329,122	Ceo	\$67,525	\$69,072	2023
Navajo Bic Overcomers	NM	\$328,873	Executive Di	\$4,235	\$4,333	2024
Fringe Industries	OH	\$435,573	Director	\$33,074	\$33,326	2024
Communities For Restorative Justice	MA	\$324,292	Executive Director	\$110,058	\$94,088	2024
Mileposts Foundation Inc	FL	\$323,586	President	\$2,119	\$1,894	2024
Childrens Voice Casa Inc	GA	\$318,188	Executive Dir.	\$66,540	\$65,530	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 51 organizations. Compensation range \$1,894–\$302,184; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$380,610); for reference, expenses \$301,757 and assets \$267,975.

ROLE MATCH Lindsay Holloway, reported title *"PRESIDENT"*, 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 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)	33 rd
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	37 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 (Lindsay Holloway) 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 51 similarly situated organizations (Same NTEE sector (I40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,200 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.