

New Life Ministries - Indiana Inc

Executive Director / CEO

EIN 824403740

IN · NTEE K31

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **James Staton, Executive Director / CEO** (\$16,885) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: James Staton — 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 (K31).

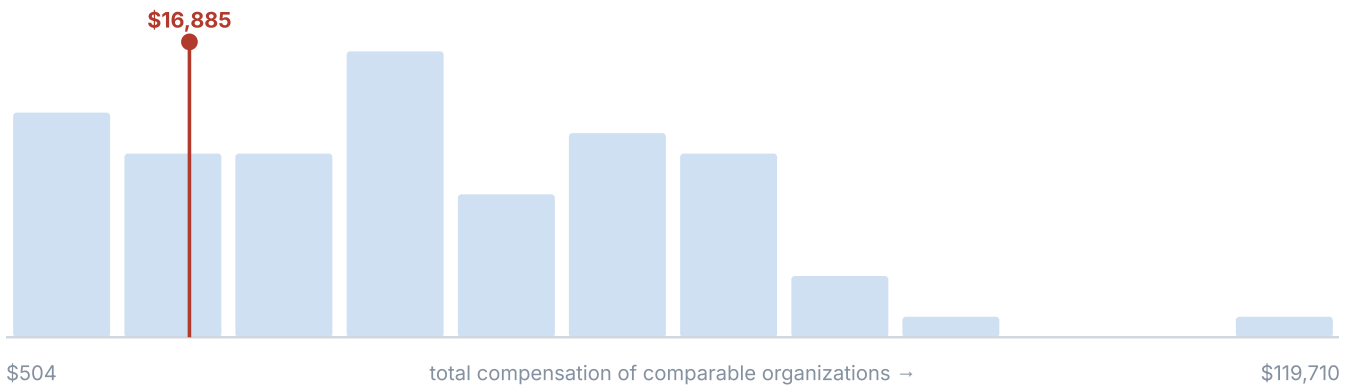
BUDGET Total revenue between \$249,681 and \$558,988 — 0.67x to 1.50x the subject's \$372,659 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (K31), nationwide + budget 0.67–1.5x revenue.

74 organizations qualified on sector, size, and geography

→ **74** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,395	\$18,699	\$34,718	\$54,772	\$65,432	\$16,885
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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 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
Murphysboro Food Pantry Inc	IL	\$373,004	Exec Director	\$72,937	\$66,045	2024
Guardians Of Hope Inc	MT	\$373,796	Secretary	\$22,752	\$22,589	2024
Illinois Valley Food Pantry	IL	\$378,887	Executive Dir.	\$44,792	\$39,514	2025
The Good Shepherd Food Pantry Of Bertie County Nc Inc	NC	\$379,382	Executive Director	\$48,640	\$47,658	2023
Hardwick Area Food Pantry Inc	VT	\$380,838	Executive Director	\$16,566	\$15,358	2024
Irondequoit Community Cupboard Inc	NY	\$363,688	Executive Director	\$50,013	\$42,855	2023
Appling County Food Bank Inc	GA	\$363,120	Director	\$16,821	\$15,578	2024
Bushels Of Blessings	NJ	\$382,269	Executive Director	\$15,217	\$12,513	2024
Porch-hillsborough	NC	\$383,696	Director	\$15,280	\$14,971	2023
Guilderland Food Pantry Inc	NY	\$358,568	Executive	\$26,590	\$22,131	2024
Tennessee Food On Foot Foundation Inc	TN	\$358,356	President	\$13,500	\$13,070	2024
South Corvallis Food Bank	OR	\$388,150	Executive Director	\$33,959	\$29,047	2024
Charity Series Of Poker	NV	\$388,171	President	\$67,333	\$64,001	2023
Food Pantry Of Jeff Davis County Inc	TX	\$352,735	Executive Director	\$35,614	\$32,813	2024
Helping Hands Caring Hearts Inc	AR	\$396,581	Executive Di	\$29,280	\$30,314	2024
The Lovve Project	CO	\$346,015	Executive Di	\$49,808	\$43,990	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Caring And Sharing Food Pantry Inc	OH	\$345,976	Executive Di	\$17,745	\$17,311	2024
Pantry 279 Inc	IN	\$342,724	Director	\$8,573	\$8,327	2024
Storehouse Food Pantry	TN	\$403,881	Treasurer	\$5,900	\$5,881	2023
King Ferry Food Pantry Inc	NY	\$338,002	Executive Director	\$43,500	\$36,205	2024
Gatesville Care Center	TX	\$410,582	Co-director	\$20,400	\$18,796	2024
Feeding Wilmington Inc	NC	\$330,442	Chair-elect	\$23,644	\$22,502	2024
Pinedale Community Food Basket Inc	WY	\$328,196	Food Distributor	\$18,383	\$18,666	2023
Harvest Food Pantry Inc	PA	\$327,173	Executive Di	\$60,015	\$55,124	2024
Feed The Needy	TN	\$424,121	Chairwoman And Ceo	\$32,196	\$31,171	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 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 74 organizations. Compensation range \$504–\$119,710; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$372,659); for reference, expenses \$332,265 and assets \$76,389.

ROLE MATCH James Staton, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 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	23 rd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	23 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 (James Staton) 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 74 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,885 is reasonable (approximately the 23rd 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.