

# New Light Assembly

Executive Director / CEO

EIN 871940439  
 NY · NTEE X21  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Clarence Montgomery, Executive Director / CEO** (\$18,550) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

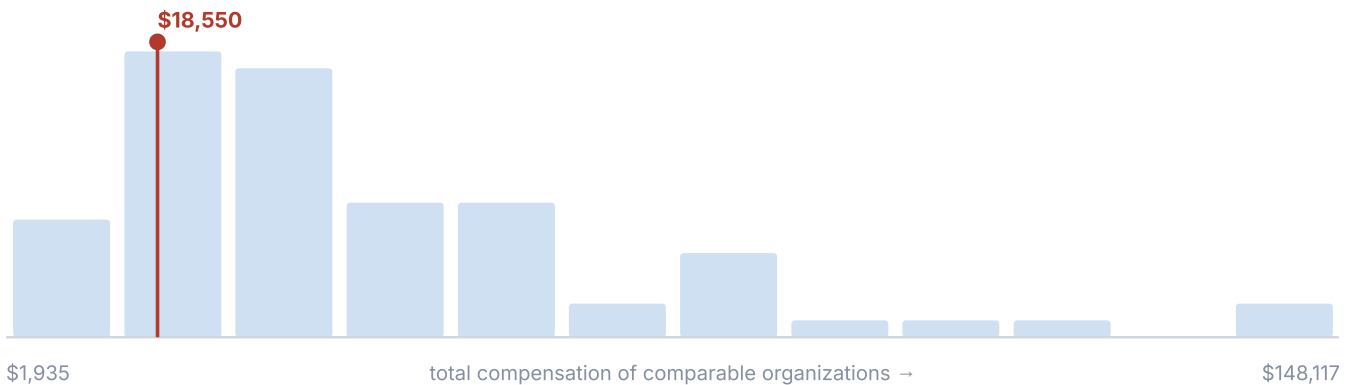
**Benchmarked executive:** Clarence Montgomery — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$64,826 and \$145,134 — 0.67x to 1.50x the subject's \$96,756 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

**68** organizations qualified on sector, size, and geography → **68** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,003	\$22,303	\$36,029	\$53,724	\$78,747	<b>\$18,550</b>
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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 NY 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
<a href="#">Ethiopian Outreach Ministry</a>	PA	\$96,611	Executive Director	\$34,272	<b>\$36,737</b>	2024
<a href="#">Lutheran Ministry Foundation</a>	NE	\$97,157	Director	\$77,428	<b>\$87,208</b>	2025
<a href="#">Church Of The Blessed International</a>	TX	\$98,577	Senior Pastor	\$30,000	<b>\$32,257</b>	2024
<a href="#">Dwight Thompson Ministries Inc</a>	CA	\$100,243	Director / P	\$155,000	<b>\$148,117</b>	2023
<a href="#">Victory44 International Inc</a>	VA	\$100,737	President	\$22,000	<b>\$23,507</b>	2023
<a href="#">Abundant Life Community Church</a>	VT	\$92,677	President	\$48,000	<b>\$51,932</b>	2024
<a href="#">Franklin Ministries</a>	TN	\$101,171	President/director	\$60,000	<b>\$69,795</b>	2023
<a href="#">Globalservant Ministries Inc</a>	AL	\$104,018	Director	\$44,100	<b>\$52,724</b>	2023
<a href="#">North Central Presbytery Of The Cumberland Presbyterian Church</a>	IL	\$104,037	Treasurer, Member Of Board Of Finance And Trustees	\$5,500	<b>\$5,984</b>	2023
<a href="#">Holy Synod Of Saint Athanasius</a>	PA	\$104,400	Officer	\$17,400	<b>\$18,652</b>	2024
<a href="#">Daren Lindley Ministries Inc</a>	TX	\$88,482	President	\$71,852	<b>\$79,540</b>	2023
<a href="#">Rob White Ministries Inc</a>	SC	\$85,781	President	\$31,092	<b>\$34,866</b>	2024
<a href="#">Leadership Connection Inc</a>	MA	\$107,941	President	\$80,664	<b>\$77,916</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kingdomstrate</a>	CA	\$84,875	President	\$36,665	<b>\$35,037</b>	2023
<a href="#">Jamie Carte Ministries Inc</a>	WV	\$110,450	Member	\$21,056	<b>\$25,230</b>	2023
<a href="#">Warren Christian Apologetics Center</a>	WV	\$110,606	President	\$28,800	<b>\$34,509</b>	2023
<a href="#">Trinity Christian Fellowship Inc</a>	KY	\$111,710	Pastor	\$48,893	<b>\$56,463</b>	2024
<a href="#">San Simeon By The Sound</a>	NY	\$81,588	Cfo	\$14,333	<b>\$14,333</b>	2023
<a href="#">Be Loved And Be Love Inc</a>	AZ	\$81,307	President	\$18,000	<b>\$18,608</b>	2024
<a href="#">Kingdom Ambassadors Church Inc</a>	NJ	\$112,299	President	\$14,020	<b>\$13,455</b>	2024
<a href="#">Shepherds Staff Christian Counseling Center Inc</a>	UT	\$112,500	Clinician/clinical Director	\$125,208	<b>\$137,746</b>	2024
<a href="#">Slavic Baptist Mission Incorporated</a>	IN	\$114,065	President	\$46,750	<b>\$52,994</b>	2024
<a href="#">Equipped For Life Inc</a>	NC	\$79,046	Chief Execut	\$34,028	<b>\$37,794</b>	2024
<a href="#">Mount Olive Missionary Baptist</a>	FL	\$78,474	Pastor	\$11,026	<b>\$11,463</b>	2023
<a href="#">Cooperative Baptist Fellowship Of</a>	FL	\$78,220	Coordinator	\$29,913	<b>\$31,098</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	68 organizations. Compensation range \$1,935–\$148,117; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$96,756); for reference, expenses \$68,699 and assets \$47,920.
ROLE MATCH	Clarence Montgomery, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	18 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	22 <sup>nd</sup>
Reportable pay only (column D), adjusted	22 <sup>nd</sup>
All sources (D + E + F), adjusted	16 <sup>th</sup>

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 (Clarence Montgomery) 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 68 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$18,550 is reasonable (approximately the 18<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.