

Morton Bustard Ministries Inc

Executive Director / CEO

EIN 943419255

LA · NTEE X99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Morton Bustard, Executive Director / CEO** (\$27,900) against **every comparable organization** that fit the selection criteria — **269** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

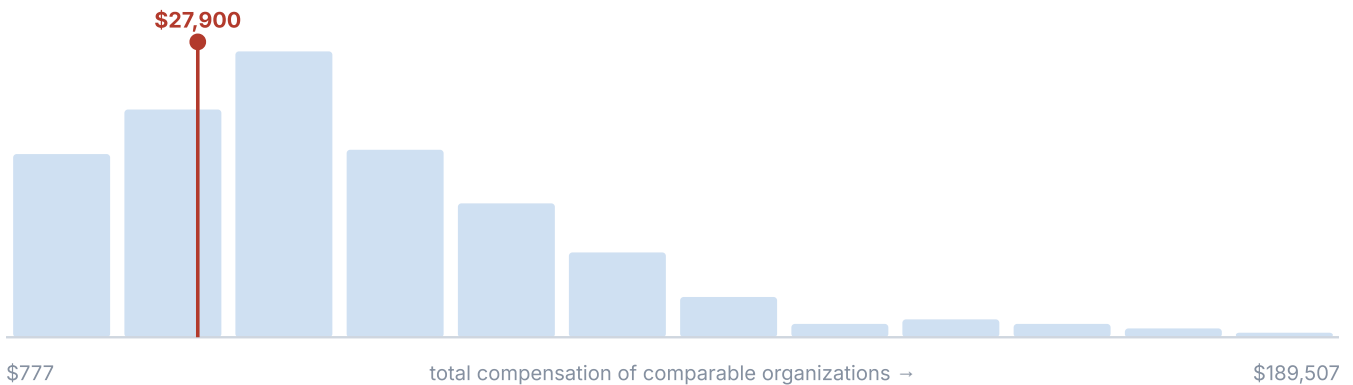
Benchmarked executive: Morton Bustard — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$170,002 and \$380,602 — 0.67x to 1.50x the subject's \$253,735 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

269 organizations qualified on sector, size, and geography → **269** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,035	\$24,668	\$42,849	\$64,688	\$88,533	\$27,900
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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 LA 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
Walnut Ridge Christian Camp Inc	IN	\$253,497	Executive Director	\$16,708	\$16,001	2023
Oakwood Center Inc	IN	\$253,382	Director	\$15,013	\$13,965	2024
The Urban History Association Inc	PA	\$253,354	Executive Director (Began June)	\$25,029	\$22,667	2023
Global Pastor Training	TX	\$254,200	President	\$71,000	\$64,499	2023
Conviction For Christ Ministries	NM	\$253,252	President	\$49,205	\$48,062	2023
Faith Commons	TX	\$252,796	Founderpresident	\$90,000	\$79,414	2024
Emmaus Spirituality Center	TX	\$255,248	Executie Dir	\$39,000	\$34,412	2024
Judah Ministries International Worship	PA	\$255,812	Director	\$50,000	\$42,849	2025
Chin Chueh Gung Inc	NY	\$256,519	Secretary	\$12,000	\$9,565	2024
The Collective Thread	MO	\$250,749	Treasurer	\$52,000	\$48,582	2024
My House Ministry	MI	\$250,710	Executive Director	\$31,140	\$28,353	2024
Treasuring Christ Together Network	MN	\$250,648	Director	\$99,000	\$86,290	2024
The Last Harvest Intl Evangelical Ministry Inc	FL	\$250,484	President	\$28,905	\$24,660	2023
Pacific Marine Foundation Inc	WA	\$257,218	President	\$67,816	\$53,557	2024
Love Of Christ Foundation Inc	MD	\$250,000	Director	\$47,688	\$39,327	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Camp Haven Inc	AR	\$257,932	President	\$31,561	\$31,294	2024
Israel Lives Corporation	PA	\$249,133	Exeuctive Director	\$83,995	\$73,887	2024
New Testament Restoration Foundation	GA	\$258,688	President	\$65,000	\$57,651	2024
Sun Ministries Inc	MO	\$259,578	Administrative Director	\$34,700	\$33,377	2023
Center For Sacred Studies	CA	\$259,761	President	\$1,100	\$838	2024
Gilead Ministries Inc	IN	\$260,157	Executive Di	\$61,825	\$57,511	2024
Chosen Vessels Inc	GA	\$246,903	Executive Director	\$21,250	\$19,404	2023
True Life Inc	MD	\$246,603	Ceo	\$90,642	\$76,959	2023
Laulima Ministries International	HI	\$261,052	President	\$182,428	\$144,072	2024
Focal Point Ministries	IL	\$246,362	President	\$42,344	\$36,721	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 269 organizations. Compensation range \$777–\$189,507; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$253,735); for reference, expenses \$189,312 and assets \$748,768.

ROLE MATCH Morton Bustard, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 10 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	29 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	28 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 (Morton Bustard) 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 269 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,900 is reasonable (approximately the 29th 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.