

# Women In Ministry Conference Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Rev Tonya Sumter, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

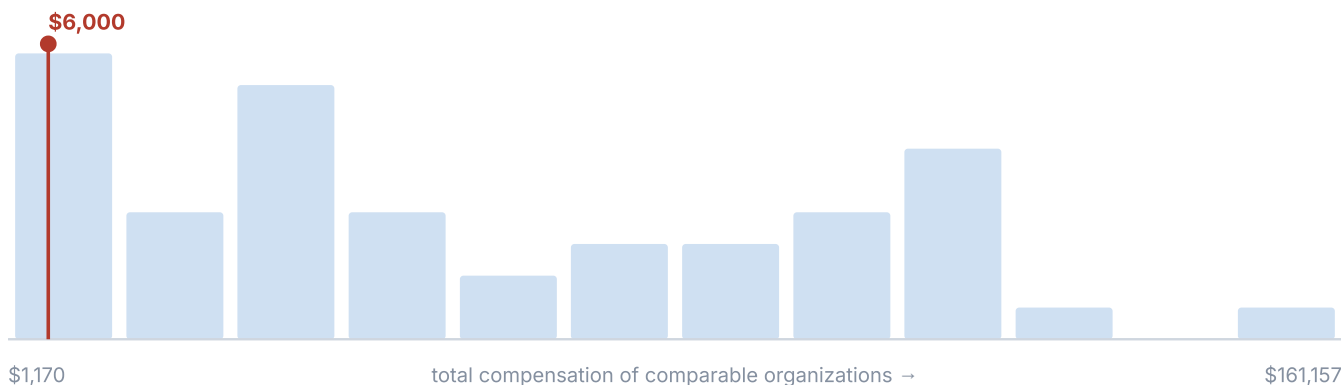
**Benchmarked executive:** Rev Tonya Sumter — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$148,528 and \$332,526 — 0.67x to 1.50x the subject's \$221,684 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + GA + budget 0.67–1.5x revenue.

**45** organizations qualified on sector, size, and geography → **45** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,519	\$26,768	\$48,000	\$96,142	\$116,668	\$6,000
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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 GA 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="#">Rpm Ministries Inc</a>	GA	\$222,916	Ceo And Director	\$30,000	<b>\$30,886</b>	2023
<a href="#">Risen Jesus Inc</a>	GA	\$224,523	President & Ceo	\$90,783	<b>\$93,464</b>	2023
<a href="#">Ronnie Smith Ministries Inc</a>	GA	\$216,843	President	\$118,000	<b>\$118,000</b>	2024
<a href="#">Worklife Inc</a>	GA	\$215,087	Ceo/director	\$127,392	<b>\$131,155</b>	2023
<a href="#">Throne Of Grace Ministries</a>	GA	\$214,871	Chairman	\$161,157	<b>\$161,157</b>	2024
<a href="#">Jesus In The Street Inc</a>	GA	\$231,681	President	\$27,392	<b>\$27,392</b>	2024
<a href="#">Light For The Nations Inc</a>	GA	\$210,590	Ceo	\$36,000	<b>\$37,063</b>	2023
<a href="#">Veritas Shapes Ministries</a>	GA	\$235,085	Director	\$10,315	<b>\$10,620</b>	2023
<a href="#">Kingdom Authority Ministries Inc</a>	GA	\$235,511	Chairman Secretary	\$26,000	<b>\$26,768</b>	2023
<a href="#">Light For Life International Inc</a>	GA	\$207,142	Executive Di	\$30,000	<b>\$30,886</b>	2023
<a href="#">Au Health Professions Associates Inc</a>	GA	\$241,826	Acting Ceo Of Au Health	\$108,952	<b>\$106,144</b>	2025
<a href="#">Samuel R Chand Ministries Inc</a>	GA	\$196,417	President	\$34,000	<b>\$34,000</b>	2024
<a href="#">Spiritual Innovations Inc</a>	GA	\$194,422	Executive Dir.	\$97,466	<b>\$97,466</b>	2024
<a href="#">Global Servant Leaders Inc</a>	GA	\$190,219	President	\$116,130	<b>\$116,130</b>	2024
<a href="#">Focus Evangelistic Ministries Inc</a>	GA	\$257,650	President	\$12,675	<b>\$12,675</b>	2024
<a href="#">Legacy Outdoor Ministries</a>	GA	\$260,604	Founder/dire	\$45,833	<b>\$45,833</b>	2024
<a href="#">Restore Ministries International Of Gordon Inc</a>	GA	\$261,091	Executive Director/president	\$1,170	<b>\$1,170</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mauldin Ministries Inc</a>	GA	\$262,531	President	\$50,300	<b>\$50,300</b>	2024
<a href="#">Messiah For Israel Ministries Inc</a>	GA	\$262,974	President	\$96,142	<b>\$96,142</b>	2024
<a href="#">Egm Organizations Inc</a>	GA	\$177,036	Director	\$36,000	<b>\$36,000</b>	2024
<a href="#">Hope Harbor Inc</a>	GA	\$176,894	President	\$26,220	<b>\$26,220</b>	2024
<a href="#">Seek Ministries Inc</a>	GA	\$268,735	Director	\$32,500	<b>\$32,500</b>	2024
<a href="#">Promise International</a>	GA	\$270,657	Founder	\$13,000	<b>\$13,000</b>	2024
<a href="#">Ancient Way Farm Inc</a>	GA	\$171,612	Executive Director	\$91,342	<b>\$91,342</b>	2024
<a href="#">The Sudie Clark Hanger Missionary Care Ministry</a>	GA	\$273,583	Development Chair	\$12,900	<b>\$12,900</b>	2024

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

## Sample, role match & sensitivity

PEER COUNT	45 organizations. Compensation range \$1,170–\$161,157; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$221,684); for reference, expenses \$205,587 and assets \$107,919.
ROLE MATCH	Rev Tonya Sumter, reported title " <i>EXECUTIVE DIRECTOR</i> ", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	7 <sup>th</sup>
All sources (D + E + F), adjusted	4 <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 (Rev Tonya Sumter) 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 45 similarly situated organizations (Same NTEE sector (X20) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 4<sup>th</sup> 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.