

# Maranatha Childrens Ministries Inc

Executive Director / CEO

EIN 272884782

ID · NTEE Q33

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Byron Tluczek, Executive Director / CEO** (\$45,200) against **every comparable organization** that fit the selection criteria — **247** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Byron Tluczek — 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 (Q33).

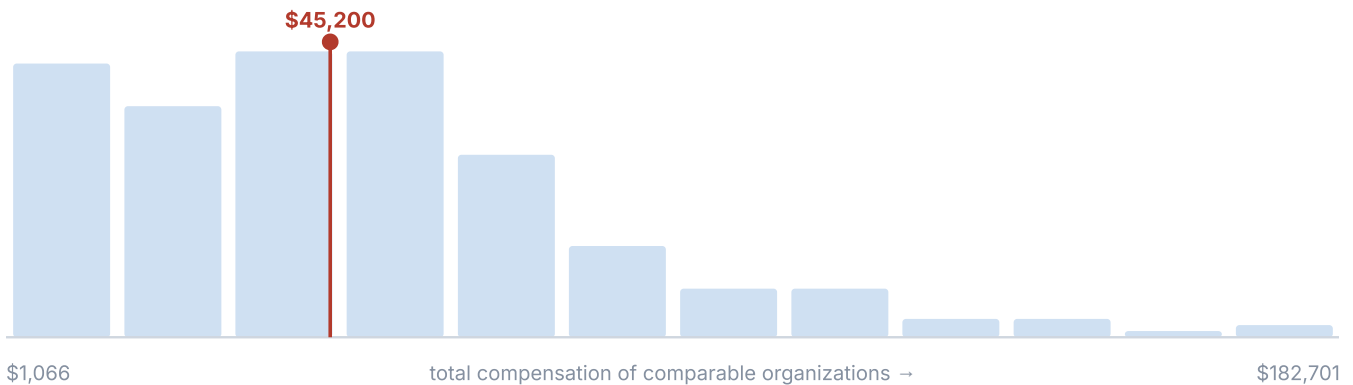
**BUDGET** Total revenue between \$289,057 and \$647,143 — 0.67x to 1.50x the subject's \$431,429 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**247** organizations qualified on sector, size, and geography

→ **247** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,832

\$23,930

\$43,475

\$63,206

\$92,392

**\$45,200**



## ● 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 ID 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="#">Gate Of Hope Ministries Intl Inc</a>	KY	\$433,251	Director	\$57,910	<b>\$58,486</b>	2024
<a href="#">Community Empowerment Nfp</a>	IL	\$433,601	Executive Director (Thru 5/3/2024)	\$51,360	<b>\$47,465</b>	2024
<a href="#">Addis Jemari Inc</a>	NC	\$434,018	Executive Di	\$35,769	<b>\$35,769</b>	2023
<a href="#">The World Our Parish Inc</a>	KY	\$428,779	President	\$114,564	<b>\$115,703</b>	2024
<a href="#">Bridging The Gap Africa Inc</a>	OH	\$427,996	President	\$10,000	<b>\$9,956</b>	2024
<a href="#">Carha Inc</a>	FL	\$435,040	Director	\$30,000	<b>\$26,493</b>	2024
<a href="#">Living Hope International</a>	MI	\$435,851	Child Welfare & Education	\$144,000	<b>\$143,846</b>	2023
<a href="#">Croatian Relief Services Inc</a>	NJ	\$426,897	President	\$30,000	<b>\$25,923</b>	2023
<a href="#">Mobility Worldwide</a>	MO	\$426,417	Executive Di	\$13,292	<b>\$13,234</b>	2024
<a href="#">White Hawk Foundation</a>	CO	\$439,145	Executive Di	\$6,000	<b>\$5,408</b>	2024
<a href="#">Kgsa Foundation</a>	CO	\$440,920	Executive Director	\$68,455	<b>\$63,527</b>	2023
<a href="#">International Center For Advocates Against Discrimination Inc</a>	NY	\$420,329	Co-founder & Legal Innovator	\$60,000	<b>\$52,472</b>	2023
<a href="#">The Christina Noble Foundation Of</a>	FL	\$443,477	Board Member	\$57,000	<b>\$50,336</b>	2024
<a href="#">Giving To Extremes</a>	VA	\$417,228	President	\$50,000	<b>\$45,382</b>	2024
<a href="#">Hands Of Mercy Ministries</a>	CO	\$416,864	Founder	\$42,000	<b>\$37,858</b>	2024
<a href="#">Project Lucas Inc</a>	VA	\$416,713	Executive Di	\$60,000	<b>\$56,067</b>	2023
<a href="#">Equalhealth Inc</a>	MA	\$415,758	Director	\$45,600	<b>\$38,520</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hearts Of Joy International Corp</a>	NJ	\$414,996	Executive Dir.	\$81,500	<b>\$68,403</b>	2024
<a href="#">Upstream International Inc</a>	TX	\$449,415	President	\$104,630	<b>\$98,387</b>	2024
<a href="#">Phyllis Sortor Schools For Afr</a>	WA	\$411,482	Director	\$6,497	<b>\$5,468</b>	2024
<a href="#">Franciscan Works</a>	IL	\$451,416	Executive Director	\$53,385	<b>\$49,337</b>	2024
<a href="#">Rising Worldwide</a>	CA	\$451,651	Ceo	\$81,153	<b>\$67,819</b>	2023
<a href="#">Dignity Period</a>	MO	\$410,818	Executive Director	\$140,675	<b>\$140,062</b>	2024
<a href="#">Arm In Arm In Africa</a>	MN	\$410,393	Executive Di	\$22,167	<b>\$20,590</b>	2024
<a href="#">Christ Sanctuary International</a>	CA	\$409,988	President	\$12,000	<b>\$9,741</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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	<b>247</b> organizations. Compensation range \$1,066–\$182,701; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$431,429); for reference, expenses \$414,443 and assets \$59,266.
ROLE MATCH	Byron Tluczek, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	51 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	47 <sup>th</sup>
Reportable pay only (column D), adjusted	53 <sup>rd</sup>
All sources (D + E + F), adjusted	49 <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 (Byron Tluczek) 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 247 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,200 is reasonable (approximately the 51<sup>st</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.