

Beautiful Feet Global Outreach Inc

Executive Director / CEO

EIN 273616549
 TN · NTEE P30
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **John David Christopher, Executive Director / CEO** (\$45,990) against **every comparable organization** that fit the selection criteria — **173** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

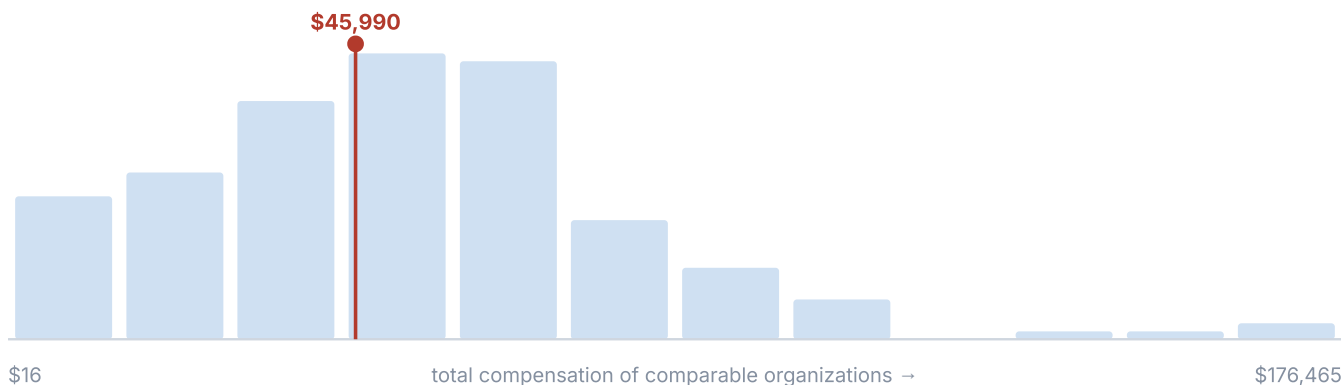
Benchmarked executive: John David Christopher — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

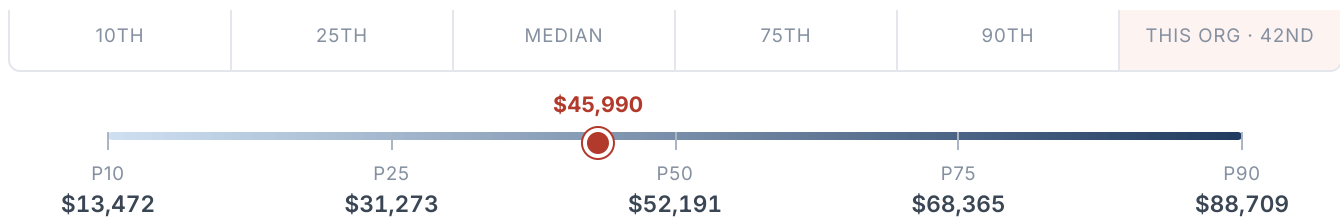
SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$175,888 and \$393,780 — 0.67x to 1.50x the subject's \$262,520 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

173 organizations qualified on sector, size, and geography → **173** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,472	\$31,273	\$52,191	\$68,365	\$88,709	\$45,990
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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 TN 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
Metro Youth Sports Inc	IN	\$262,683	President	\$9,000	\$8,544	2025
Esthers Heart For Transformation Ministry Inc	NC	\$262,235	Executive Director	\$39,250	\$37,476	2024
Caleb Micah Ministries	TX	\$263,270	President	\$108,200	\$100,014	2024
Lowndes Valdosta Commission For Children & Youth Inc	GA	\$263,393	Executive Director	\$24,000	\$22,958	2023
Tire Swing Collective Inc	GA	\$263,850	Executive Director / Board Member	\$84,000	\$78,046	2024
Tecumseh Tomorrows Inc	NE	\$265,257	Secretary	\$24,485	\$25,054	2023
Jacob's Bridge To Learning Inc	OK	\$258,264	Founder / Director	\$21,000	\$21,368	2024
The Court & Child Advocacy Group Inc	IN	\$267,472	Director	\$76,792	\$77,042	2023
Child Welfare Citizens Board Of Ok	OK	\$257,089	Executive Director	\$62,000	\$63,085	2024
Connecticut Family Support Network	CT	\$256,680	Executive Di	\$60,008	\$50,651	2025
Camp Possibilities Foundation	MD	\$268,393	Executive Director	\$58,393	\$50,446	2024
A Bed 4 Me Foundation Inc	FL	\$268,409	Executive Director	\$44,750	\$39,994	2023
Wetzel-tyler Child Advocacy Center	WV	\$268,458	Executive Director	\$49,759	\$49,784	2024
Blue Door Ministries Inc	AR	\$256,299	President	\$51,050	\$53,024	2024
Tlc Foundation Inc	CT	\$256,279	Executive Di	\$14,891	\$12,902	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Paulding Pregnancy Services Inc	GA	\$269,513	Director	\$31,425	\$29,197	2024
Visionary Youth	NE	\$270,255	Executive Director	\$35,843	\$35,624	2024
Norfolk Casa Inc	VA	\$270,836	Executive Of	\$76,000	\$66,061	2025
Bridges Child Placement Agency	CO	\$254,004	Director	\$82,402	\$71,131	2025
Whistle Stop Supervised Child Visitation	LA	\$272,097	Executive Director	\$63,074	\$66,074	2023
Westlawn Youth Network	IL	\$251,654	Exec Dir	\$27,400	\$24,892	2024
Casa Of Polk County Inc	OR	\$251,256	Executive Director	\$59,463	\$51,027	2024
Twenty-one Senses Inc Nfp	IL	\$275,255	Coo	\$48,800	\$45,642	2023
Stark Community Support Network	OH	\$275,381	Executive Director	\$65,000	\$63,616	2024
Project Angel Hugs	WI	\$275,446	Executive Di	\$64,145	\$61,903	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 173 organizations. Compensation range \$16–\$176,465; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$262,520); for reference, expenses \$247,869 and assets \$24,320.

ROLE MATCH John David Christopher, reported title "*Executive Director*", 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	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	42 nd
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	42 nd

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 (John David Christopher) 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 173 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,990 is reasonable (approximately the 42nd 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.