

# Christopher Ministries Inc

Executive Director / CEO

EIN 311700990

TN · NTEE F60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dr Tracia Jungkurth, Executive Director / CEO** (\$16,850) against **every comparable organization** that fit the selection criteria — **135** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

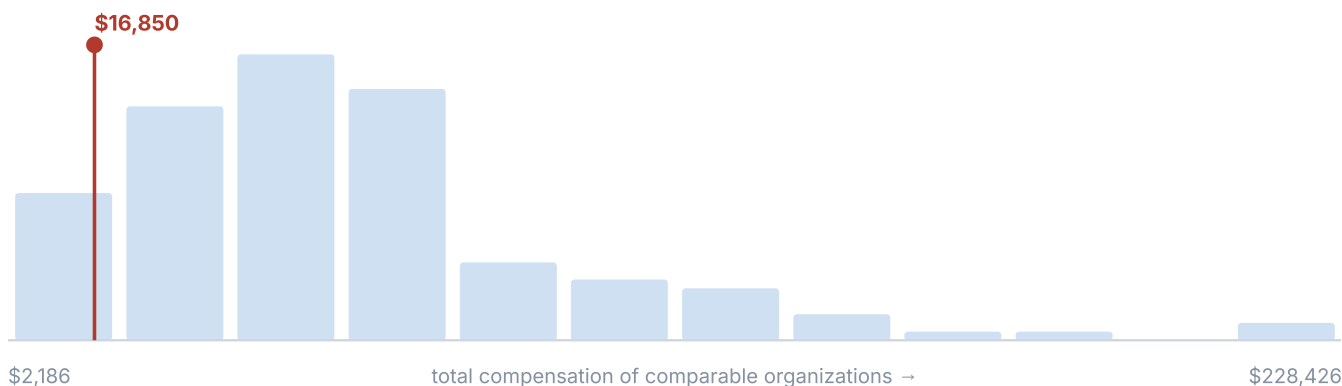
**Benchmarked executive:** Dr Tracia Jungkurth — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$237,309 and \$531,291 — 0.67x to 1.50x the subject's \$354,194 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

**135** organizations qualified on sector, size, and geography → **135** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,397	\$32,389	\$53,604	\$74,643	\$113,936	\$16,850
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 10TH
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\$16,850



## ■ 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
<a href="#">Life-giving Wounds Corporation</a>	MD	\$352,796	President/chairman	\$103,995	<b>\$89,842</b>	2024
<a href="#">Horses &amp; Heroes Inc</a>	KS	\$352,786	Executive Director, Founder	\$33,653	<b>\$33,596</b>	2024
<a href="#">Northern Appalachian Teen Challenge Inc</a>	WV	\$352,762	Executive Director	\$52,000	<b>\$52,027</b>	2024
<a href="#">Fruit That Remains Inc</a>	AR	\$355,803	President/di	\$69,852	<b>\$72,554</b>	2024
<a href="#">Common Ground A New Jersey</a>	NJ	\$356,725	Executive Di	\$80,000	<b>\$64,302</b>	2025
<a href="#">The Relationship Resource</a>	CA	\$349,231	Executive Dir.	\$57,457	<b>\$47,200</b>	2023
<a href="#">Transforming Resources</a>	MN	\$360,142	Chairman & Ceo	\$122,850	<b>\$115,484</b>	2023
<a href="#">Jersey Shore Dream Center</a>	NJ	\$347,790	Secretary	\$9,269	<b>\$7,647</b>	2024
<a href="#">Sanctuary Counseling Center</a>	TN	\$360,869	Executive Director	\$102,500	<b>\$99,559</b>	2024
<a href="#">Life Over Coffee</a>	SC	\$361,888	President	\$115,000	<b>\$114,136</b>	2023
<a href="#">Virginia Law Enforcement Assistant</a>	VA	\$346,111	Director	\$28,125	<b>\$25,835</b>	2023
<a href="#">Marriage Heritage Inc</a>	GA	\$364,732	Ceo & Secretary	\$144,000	<b>\$133,794</b>	2024
<a href="#">Story House Ministries Inc</a>	IN	\$366,241	Executive Di	\$69,224	<b>\$69,449</b>	2023
<a href="#">Fishbowl Ministries Inc</a>	CA	\$340,847	President	\$22,434	<b>\$17,900</b>	2024
<a href="#">Twin State Christian Counseling Inc</a>	VT	\$340,496	Executive Director	\$84,469	<b>\$76,538</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Touchstone Counseling Service Inc</a>	CA	\$337,945	Secretary	\$13,351	<b>\$10,968</b>	2023
<a href="#">The Moriah Foundation</a>	IL	\$370,540	Executive Director	\$134,325	<b>\$125,633</b>	2023
<a href="#">Starlight Ministries Inc</a>	MI	\$337,126	Executive Di	\$26,800	<b>\$26,316</b>	2023
<a href="#">Still Small Voice Educational Services</a>	NJ	\$336,349	President	\$25,000	<b>\$21,235</b>	2023
<a href="#">E-motion Inc</a>	NH	\$333,224	Chair And Ceo	\$65,403	<b>\$55,805</b>	2024
<a href="#">Veteran Resilience Project Inc</a>	MN	\$377,786	Vice Chair	\$2,325	<b>\$2,186</b>	2023
<a href="#">Companions On A Journey</a>	OH	\$378,239	Executive Di	\$45,750	<b>\$46,099</b>	2023
<a href="#">Cenfam</a>	AR	\$329,363	President	\$34,491	<b>\$36,883</b>	2023
<a href="#">Anchored Hope Counseling</a>	KY	\$329,102	President/cl	\$73,340	<b>\$72,810</b>	2024
<a href="#">Kidz Can Corporation</a>	NJ	\$329,009	President	\$44,200	<b>\$36,467</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 135 organizations. Compensation range \$2,186–\$228,426; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$354,194); for reference, expenses \$348,299 and assets \$0.

**ROLE MATCH** Dr Tracia Jungkurth, reported title "*Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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** 7 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	10 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	7 <sup>th</sup>
Reportable pay only (column D), adjusted	13 <sup>th</sup>
All sources (D + E + F), adjusted	10 <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 (Dr Tracia Jungkurth) 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 135 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,850 is reasonable (approximately the 10<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.