

Kurt Warner First Things

Executive Director / CEO

EIN 431921463
 MO · NTEE T30
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Zink, Executive Director / CEO** (\$69,914) against **every comparable organization** that fit the selection criteria — **224** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

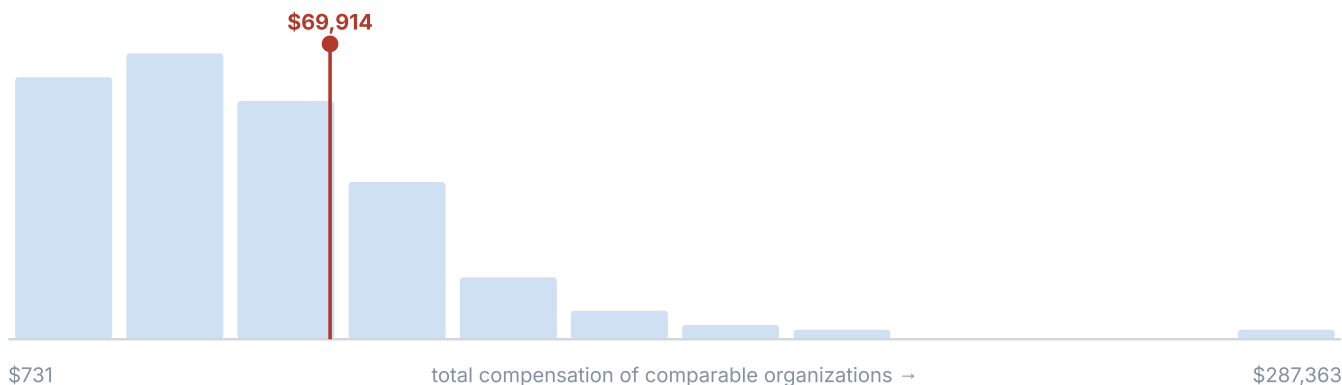
Benchmarked executive: Jennifer Zink — reported title “EXECUTIVE DIRECTOR/SECRETARY”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$229,926 and \$514,761 — 0.67x to 1.50x the subject's \$343,174 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

224 organizations qualified on sector, size, and geography → **224** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,173	\$25,136	\$46,584	\$74,646	\$105,576	\$69,914
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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 MO 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
Explore Ministries Inc	AR	\$340,878	Executive Director	\$256,058	\$279,774	2023
School Of Choice Education Organization	IL	\$345,648	Executive Director	\$125,000	\$116,026	2024
South Wood County Recreation Center Inc	WI	\$346,935	Treasurer	\$1,000	\$986	2024
United Way Of Oxford &	MS	\$347,526	Executive Di	\$77,330	\$79,220	2025
Community Foundation Of The Klamath	OR	\$347,880	Executive Director	\$35,000	\$30,688	2024
Moebius Syndrome Foundation	CO	\$338,157	Executive Director	\$90,018	\$81,496	2024
Gay For Good	CA	\$348,240	Executive Director	\$88,535	\$70,320	2025
The School Foundation Inc	SC	\$348,704	Executive Director	\$76,331	\$75,184	2024
Punks With Lunch Lansing	MI	\$351,688	Executive Director	\$51,600	\$50,285	2024
Home Health Care Foundation	PA	\$334,192	President	\$11,250	\$10,592	2024
Breast Reconstruction Org Inc	NY	\$352,975	Executive Director	\$27,875	\$23,782	2024
Aqume Foundation	MI	\$353,531	President	\$117,642	\$114,645	2024
Auxiliary To Greenville Health System	SC	\$332,699	Board Member/gift Shop Manager (Until Aug 2024)	\$83,378	\$82,126	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Maji Safi Group	CO	\$331,801	President	\$36,000	\$33,554	2023
The Park People Of Milwaukee County Inc	WI	\$355,037	Executive Dir.	\$37,188	\$36,669	2024
National School Climate Center	NY	\$355,465	Co-executive Director	\$39,570	\$33,760	2024
Bikes Blues & Barbeque Inc	AR	\$329,936	Executive Di	\$34,100	\$36,189	2024
Hunt Of A Lifetime	PA	\$357,048	President &	\$4,327	\$4,074	2024
Indie Chicas Fc Inc	ID	\$329,064	Board Member & Chair	\$76,231	\$76,565	2024
Great Southwest Equestrian Foundation	TX	\$328,505	Treasurer/director	\$23,832	\$22,508	2024
Jarrard Burch Foundationinc	GA	\$357,896	Executive Di	\$38,812	\$37,933	2023
Water From Wine	WA	\$358,236	Executive Director	\$6,458	\$5,620	2023
From Cradle To College Foundation	FL	\$328,000	Executive Di	\$100,450	\$86,798	2025
Down Syndrome Society Of Wichita Inc	KS	\$359,239	Executive Director	\$70,760	\$72,175	2024
Freedom From Hunger	DC	\$359,267	Sub. Officer/ceo Grameen Fndt Usa	\$3,321	\$2,833	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	224 organizations. Compensation range \$731–\$287,363; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$343,174); for reference, expenses \$292,467 and assets \$2,092,745.
ROLE MATCH	Jennifer Zink, reported title "EXECUTIVE DIRECTOR/SECRETARY", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	50 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	72 nd
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	52 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 (Jennifer Zink) 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 224 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,914 is reasonable (approximately the 72nd 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.