

True North Ministries Inc

Executive Director / CEO

EIN 460773987

OK · NTEE X99

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **James Mckenzie, Executive Director / CEO** (\$65,417) against **every comparable organization** that fit the selection criteria — **254** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

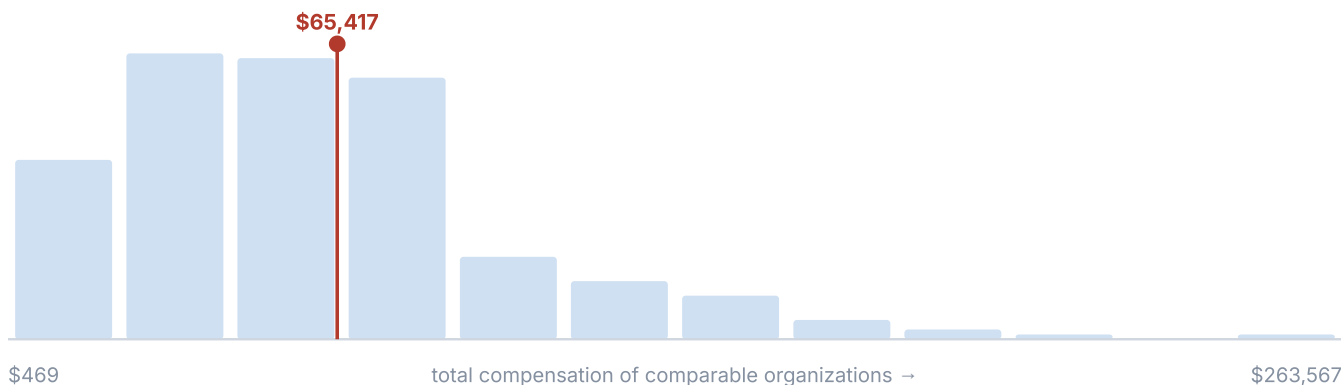
Benchmarked executive: James Mckenzie — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$293,199 and \$656,416 — 0.67x to 1.50x the subject's \$437,611 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

254 organizations qualified on sector, size, and geography → **254** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,136	\$31,824	\$58,568	\$78,690	\$115,887	\$65,417
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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 OK 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
The Earth Center Of Maanu Inc	IL	\$437,973	It Director	\$11,250	\$10,341	2023
Lot318	CA	\$438,059	Ceo	\$32,987	\$25,868	2024
Allegheny Wesleyan Methodist	OH	\$437,014	President	\$14,740	\$14,178	2024
The Lot Project	SC	\$438,885	Executive D	\$45,250	\$42,871	2024
City On A Hill Young Adult Apostolate	MO	\$439,114	Executive Director (January - October)	\$70,518	\$67,829	2024
Pch Ministries Inc	IL	\$441,209	Ceo	\$117,391	\$104,809	2024
Care Net Womens Resource Center Of	CA	\$433,199	Executive Dir.	\$57,292	\$44,928	2024
Systematic Asian Leadership Trainin	NC	\$432,786	Ceo	\$69,654	\$67,291	2023
Agape Freedom Fighters	TN	\$442,694	President	\$102,080	\$94,933	2025
White Dove Ministries Inc	AL	\$431,219	Minister	\$147,130	\$148,615	2023
Symbiz	OH	\$430,719	Executive Di	\$38,190	\$36,734	2024
Basic Training Bible Ministries	AR	\$430,040	President &	\$42,000	\$42,874	2024
Blazing Hope Ranch	TN	\$445,429	Board Member; Executive Director	\$17,500	\$16,275	2025
Bcr Ministries Inc	GA	\$429,688	Executive Director	\$50,000	\$47,005	2023
Tennessee Fair Housing Council	TN	\$428,571	Ex Officio	\$74,886	\$71,486	2024
David Akin Ministry Inc	GA	\$428,487	President	\$83,361	\$78,368	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lampstand Ministries Inc	IL	\$427,556	Executive Di	\$148,786	\$136,763	2023
Wonders Of The Creator Inc	FL	\$448,282	President	\$106,154	\$90,564	2024
Hope In Jesus Ministries	RI	\$448,854	Director	\$77,400	\$65,663	2025
Cways Home	OR	\$449,235	Director	\$151,437	\$127,716	2024
Seek Partners International Inc	TX	\$425,019	President/ceo	\$69,000	\$64,533	2023
Mobilize The Church	TX	\$424,863	Ceo	\$124,241	\$112,865	2024
Earth & Soul	CO	\$424,313	President	\$95,000	\$82,727	2024
Clubhouse Ministries Inc	TN	\$450,921	Secretary	\$44,999	\$42,956	2024
Dallas Willard Ministries	CA	\$421,340	Dirctr Of School Of Kingdom Living	\$97,721	\$76,632	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	254 organizations. Compensation range \$469–\$263,567; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$437,611); for reference, expenses \$463,334 and assets \$152,965.
ROLE MATCH	James Mckenzie, reported title <i>"Executive Dir."</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 11 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	60 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	57 th

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 (James Mckenzie) 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 10, 2026, comparing compensation against 254 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,417 is reasonable (approximately the 60th 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 10, 2026.