

Vital Families Inc

Executive Director / CEO

EIN 821247127

TN · NTEE X20

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **John Andy Rittenhouse, Executive Director / CEO** (\$100,009) against **every comparable organization** that fit the selection criteria — **268** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: John Andy Rittenhouse — 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 (X20).
BUDGET	Total revenue between \$84,598 and \$189,399 — 0.67x to 1.50x the subject's \$126,266 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

268 organizations qualified on sector, size, and geography → **268** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,716	\$18,186	\$35,293	\$60,174	\$89,678	\$100,009
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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
Knowing Jesus Ministries	VA	\$125,837	President	\$25,020	\$24,288	2023
Sola Network Inc	CA	\$125,608	Cfo	\$2,371	\$2,000	2024
Hallstrom Homeschool Workshops Inc	IL	\$124,911	Athletics Director	\$750	\$701	2025
Tandem Spirituality	NC	\$127,979	President	\$93,203	\$94,042	2024
Bethlehem Baptist Church	MI	\$124,248	President	\$41,001	\$42,547	2023
Gifting Grace Project Inc	LA	\$128,483	Director	\$36,038	\$39,895	2023
Capilla De Gracia	CA	\$128,712	President	\$600	\$521	2023
Disciples Of The Way	TX	\$123,448	Office Coordinator	\$30,551	\$29,843	2024
Metro Ministries Of Fort Worth	TX	\$123,383	Executive Director	\$22,656	\$22,131	2024
Neshama Center	CO	\$129,519	Executive Director	\$199,331	\$192,159	2023
Global Opportunities For Christinc	VA	\$129,833	President	\$6,000	\$5,657	2024
Harvest Mission Brazil Incorporated	AL	\$122,556	Member	\$93,693	\$98,843	2024
Living Loved Project	CO	\$122,365	President	\$54,000	\$50,564	2024
Off The Chain Ministries Inc	FL	\$130,564	Director/president	\$30,000	\$29,495	2022
North Fryeburg Community Chapel	ME	\$130,643	Director/minister	\$23,400	\$22,881	2024
Harvest Home Farmsinc	WI	\$121,598	Treasurer	\$34,792	\$36,530	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Danny Forshee Evangelistic	TX	\$131,143	Chairman	\$37,492	\$37,705	2023
Empty Tomb Ministries	CO	\$131,438	Director	\$114,000	\$103,994	2025
Community Church Of Praise	SC	\$121,024	Pastor	\$34,485	\$37,652	2022
Arts And Entertainment Ministries	CA	\$131,574	President	\$71,190	\$60,030	2024
Doug Holliday Ministries Inc	FL	\$132,813	President	\$54,000	\$51,001	2023
Kingdom Strategies International	CA	\$119,229	President And Executive Director	\$52,000	\$43,848	2024
Adirondack Preganacy Center Inc	NY	\$133,349	At Large	\$42,400	\$37,414	2024
Friends Of The Bridegroom Inc	OH	\$133,642	President	\$228,622	\$236,460	2024
Joel Hitchcock Ministries Inc	DE	\$133,917	President	\$54,312	\$51,931	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 2025 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 **268** organizations. Compensation range \$1–\$462,163; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$126,266); for reference, expenses \$127,206 and assets \$967.

ROLE MATCH	John Andy Rittenhouse, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	94 th
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	93 rd

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 Andy Rittenhouse) 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 268 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,009 is reasonable (approximately the 94th 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.