

# United Methodist Camp And Retreat Minist

Executive Director / CEO

EIN 845035733

GA · NTEE X03

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jessica Gamach, Executive Director / CEO** (\$91,717) against the **2000** closest of **2,135** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Jessica Gamach — 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

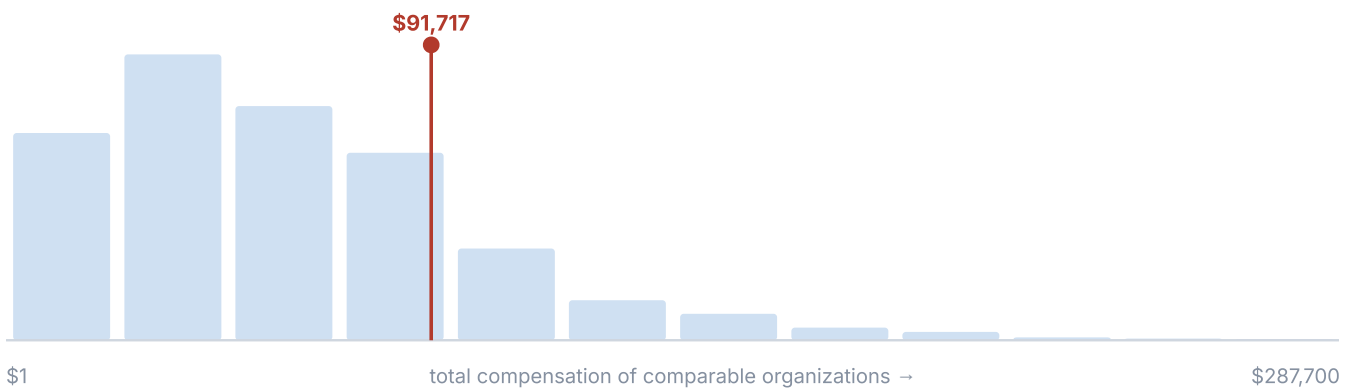
**SECTOR** Organizations sharing the subject's NTEE classification (X03).

**BUDGET** Total revenue between \$205,084 and \$459,145 — 0.67x to 1.50x the subject's \$306,097 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

**2,135** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$14,759

\$29,663

\$53,136

\$83,178

\$115,099

\$91,717



## ● 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 GA 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="#">Lighthouse Biblical Counseling</a>	KY	\$306,022	President	\$48,133	<b>\$51,431</b>	2024
<a href="#">In The Streets-hands Uphighministry</a>	TX	\$306,260	Officer	\$22,333	<b>\$22,218</b>	2024
<a href="#">Alliance Network</a>	PA	\$306,343	Chairman	\$59,178	<b>\$60,426</b>	2023
<a href="#">Pray Love Unite Ministries Inc</a>	AL	\$306,418	President	\$81,923	<b>\$90,622</b>	2023
<a href="#">Young Living Stones</a>	TX	\$305,712	Executive Director	\$13,750	<b>\$14,083</b>	2023
<a href="#">Pioneer Clubs</a>	IL	\$305,696	President	\$110,200	<b>\$107,749</b>	2024
<a href="#">Jmh Ministries Llc</a>	SC	\$306,524	President	\$45,900	<b>\$47,624</b>	2024
<a href="#">Mosaic Sanctuary Inc</a>	OK	\$305,658	President	\$7,750	<b>\$8,738</b>	2023
<a href="#">Northern California Christian</a>	CA	\$306,593	Manager	\$44,284	<b>\$39,154</b>	2023
<a href="#">Operation Idream</a>	CA	\$306,639	Ceo	\$50,200	<b>\$44,385</b>	2023
<a href="#">Washington Mongolian Church</a>	VA	\$306,652	Missionary	\$24,000	<b>\$23,047</b>	2024
<a href="#">Church Planting America Inc</a>	FL	\$306,657	President	\$34,500	<b>\$32,233</b>	2024
<a href="#">John Lynch Speaks Inc</a>	OK	\$306,685	Vice-president	\$151,394	<b>\$165,796</b>	2024
<a href="#">Sebit Church Inc</a>	NJ	\$306,686	Paster	\$52,102	<b>\$47,632</b>	2023
<a href="#">Laymans Retreat At Round Top</a>	TX	\$306,714	Foreman	\$40,000	<b>\$38,769</b>	2025
<a href="#">Al-huda Islamic Center Of Nashville</a>	TN	\$306,717	Director	\$54,000	<b>\$56,452</b>	2024
<a href="#">Grunewald Ministries Inc</a>	OK	\$305,290	President	\$158,994	<b>\$179,262</b>	2023
<a href="#">All For Jesus Inc</a>	FL	\$305,226	Morris	\$102,692	<b>\$95,945</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Her Well Center Inc</a>	TX	\$306,991	Executive Director	\$77,261	<b>\$76,864</b>	2024
<a href="#">Forever Families Inc</a>	TN	\$307,024	Chairman & P	\$78,784	<b>\$84,794</b>	2023
<a href="#">Unpackin It Ministries Inc</a>	NC	\$305,093	President	\$145,504	<b>\$149,524</b>	2024
<a href="#">Christian Association For</a>	OR	\$307,185	President	\$10,628	<b>\$10,106</b>	2023
<a href="#">Q Place</a>	IL	\$307,258	Executive Dir.	\$65,000	<b>\$61,916</b>	2025
<a href="#">Bethesda Miracle Worship Center</a>	PA	\$307,342	Pastor	\$18,000	<b>\$17,852</b>	2024
<a href="#">The Jewish Learning Group Inc</a>	NY	\$307,347	Pres./dir.	\$28,000	<b>\$25,907</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	<b>2000</b> organizations. Compensation range \$1–\$287,700; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$306,097); for reference, expenses \$278,341 and assets \$494,640.
ROLE MATCH	Jessica Gamach, reported title <i>"Director"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	63 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	55 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	79 <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 (Jessica Gamach) 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 2000 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$91,717 is reasonable (approximately the 81<sup>st</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.