

Kinsmen Initiative

Executive Director / CEO

EIN 861275203

MO · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Peter Ostapko, Executive Director / CEO** (\$18,000) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

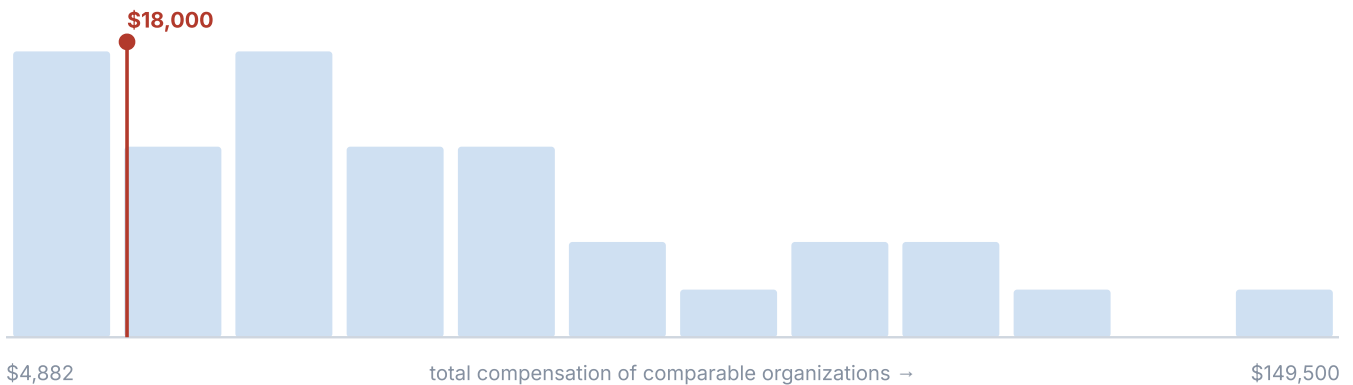
Benchmarked executive: Peter Ostapko — reported title “Founder / Chairman”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$176,951 and \$396,160 — 0.67x to 1.50x the subject's \$264,107 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + MO + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,482	\$24,200	\$43,497	\$65,676	\$105,774	\$18,000
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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
The Rooted Sisters	MO	\$261,196	Ceo	\$78,125	\$78,125	2023
415 Leadership Inc	MO	\$269,197	President	\$11,000	\$10,684	2024
Creative Ministries Inc	MO	\$276,191	President	\$23,100	\$22,437	2024
God's Mountain Ministries Inc	MO	\$276,981	Director	\$34,400	\$34,400	2023
Fatherhood Foundations	MO	\$277,676	President	\$35,400	\$34,384	2024
Brook Wellness Center Inc	MO	\$290,583	President	\$30,602	\$30,602	2023
Christian Communicators Worldwide Inc	MO	\$234,018	President	\$39,842	\$38,699	2024
Triumphant Ministries Int	MO	\$295,493	President	\$24,200	\$24,200	2023
Veritas Enrichment Inc	MO	\$232,189	President	\$16,320	\$15,852	2024
Philippi Freedom Ministry	MO	\$296,154	President	\$100,000	\$100,000	2023
Ken Taylor Ministries Inc	MO	\$297,270	President	\$45,378	\$44,076	2024
Stained Glass Players	MO	\$230,706	Executive Director	\$31,200	\$31,200	2023
My Fathers Reputation	MO	\$228,792	President	\$58,410	\$56,734	2024
Bridge Of Blue Springs Inc	MO	\$304,153	President	\$8,400	\$8,159	2024
Enduring Treasure Ministries Inc	MO	\$312,109	President	\$71,328	\$69,282	2024
Bridge Of Hope Ministries	MO	\$314,082	Executive Director	\$67,616	\$65,676	2024
Refuge Kc Inc	MO	\$213,754	Executive Director	\$66,000	\$64,106	2024
Rethink 315	MO	\$209,964	Executive Director	\$109,012	\$109,012	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Emmaus Global Missions	MO	\$318,440	President	\$54,000	\$52,451	2024
Leadership Investment Intensives Inc	MO	\$318,657	Founder, Executive Director & Secretary	\$110,384	\$107,217	2024
Return Ministries Usa	MO	\$209,391	International Director	\$19,997	\$19,997	2023
Mark Drake Ministries Inc	MO	\$208,249	President	\$29,000	\$28,168	2024
Dan Salas Ministries	MO	\$205,828	President	\$60,000	\$58,279	2024
Give Me That Book	MO	\$205,094	President	\$5,026	\$4,882	2024
Sports Outreach International Inc	MO	\$204,687	Secretary	\$124,366	\$120,798	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 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	33 organizations. Compensation range \$4,882–\$149,500; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$264,107); for reference, expenses \$126,647 and assets \$151,092. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Peter Ostapko, reported title " <i>Founder / Chairman</i> ", 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.
OUTLIERS	1 peer 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	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	18 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 (Peter Ostapko) 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 33 similarly situated organizations (Same NTEE sector (X20) + MO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 18th 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.