

Journey Church Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Gary Palermo, Executive Director / CEO** (\$40,300) against **every comparable organization** that fit the selection criteria — **103** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

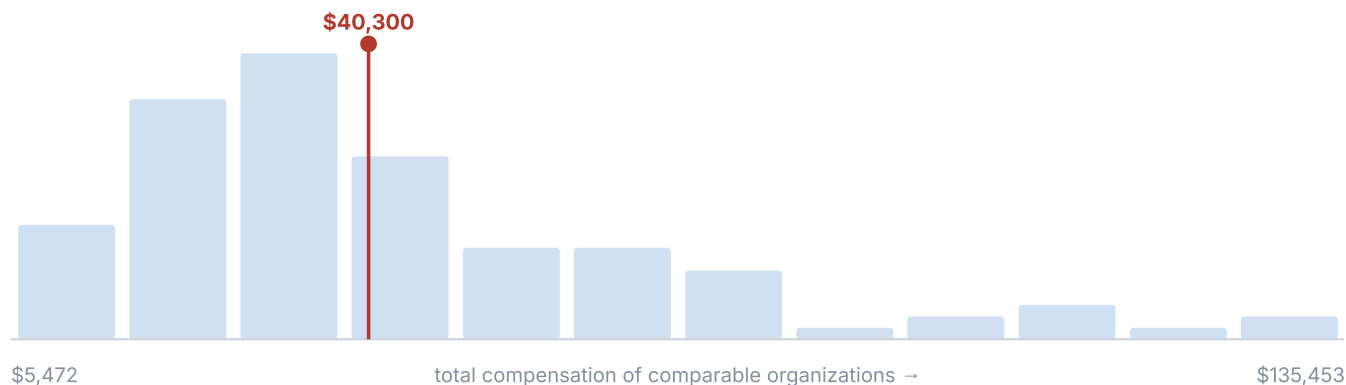
Benchmarked executive: Gary Palermo — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$83,936 and \$187,917 — 0.67x to 1.50x the subject's \$125,278 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

103 organizations qualified on sector, size, and geography → **103** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,930	\$23,430	\$34,033	\$53,526	\$78,522	\$40,300
----------	----------	----------	----------	----------	----------



● 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 MN 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
Great Grace Ministries Inc	ID	\$125,155	President	\$52,949	\$55,369	2024
Baptist Youth Mission	WY	\$124,799	President	\$26,400	\$28,610	2023
Tc4 Inc	NY	\$124,592	President	\$22,200	\$19,719	2024
Truth Alive Ministries	MI	\$126,272	Director	\$40,530	\$42,337	2023
Middle Eastern Missionary Organization	OR	\$127,137	Exec Director/president	\$56,400	\$51,486	2024
Share Ministries Inc	TX	\$122,374	Executive Director	\$9,600	\$9,440	2024
Centro Cristiano Familia De Fe Inc	NY	\$128,247	Pastor President	\$23,598	\$20,961	2024
Chris Miller Ministries Inc	TN	\$122,300	President	\$43,200	\$44,637	2024
Christ The Reconciler Inc	TX	\$121,769	President	\$16,500	\$16,225	2024
Kevin Derryberry Ministries Inc	AL	\$121,704	President	\$33,000	\$35,045	2024
Ken Petty Ministries	IL	\$129,539	President	\$10,792	\$10,429	2024
Worship Jesus Fellowship Inc	FL	\$129,556	Pastor	\$35,157	\$33,425	2023
Iglesia Cristiana Vida Nueva Of Aus	TX	\$131,273	President	\$20,972	\$20,621	2024
Phoenix Methodist Church	AZ	\$131,624	Pastor	\$36,000	\$34,033	2024
Sylvan Nook Church Of Christ	IN	\$118,134	Secretary And Minister	\$65,385	\$69,782	2023
Ron Herrod Evangelistic Ministry Association	TN	\$117,825	Board Member	\$67,404	\$71,703	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wheel Power Christian Cyclists Inc	VA	\$133,225	Vp/treasurer	\$42,147	\$40,003	2024
Joyous Community Church	CA	\$116,726	Ceo	\$40,000	\$33,952	2024
Icthus Ministries Inc	NC	\$134,178	Directorpresident	\$43,540	\$44,224	2024
Greater Beaver Meadow Mb Church	MS	\$115,698	Pastor Ceo	\$38,213	\$43,072	2023
Mark A Sutton Ministries	FL	\$135,832	President	\$86,094	\$79,503	2024
Slavic Baptist Mission Incorporated	IN	\$114,065	President	\$46,750	\$48,463	2024
Ministerios Roca De Salvacion Inc	NY	\$137,979	President	\$21,000	\$19,204	2023
Shepherds Staff Christian Counseling Center Inc	UT	\$112,500	Clinician/clinical Director	\$125,208	\$125,969	2024
Kingdom Ambassadors Church Inc	NJ	\$112,299	President	\$14,020	\$12,305	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	103 organizations. Compensation range \$5,472–\$135,453; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$125,278); for reference, expenses \$132,549 and assets \$33,654.
ROLE MATCH	Gary Palermo, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	59 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	58 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 (Gary Palermo) 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 103 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,300 is reasonable (approximately the 59th 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.