

Youth With A Mission West Virginia

Executive Director / CEO

EIN 320275589
 WV · NTEE O55
 FY ending 2025-05-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jason Whitlock, Executive Director / CEO** (\$47,482) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

Benchmarked executive: Jason Whitlock — 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 (O55).

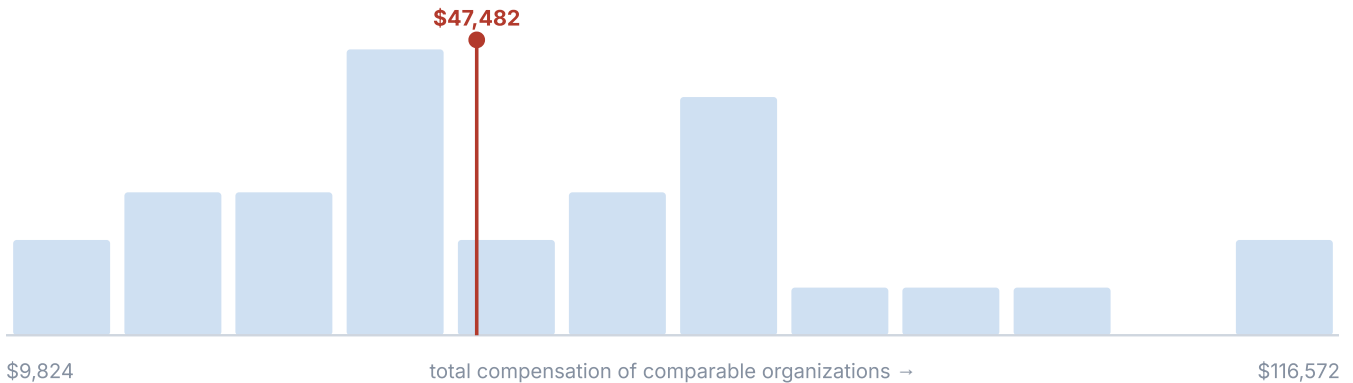
BUDGET Total revenue between \$130,101 and \$291,271 — 0.67x to 1.50x the subject's \$194,181 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O55), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,004	\$32,410	\$49,852	\$68,278	\$88,044	\$47,482
----------	----------	----------	----------	----------	----------



■ 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 WV 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
Celebrate Ministries Inc	MI	\$189,084	President	\$67,613	\$66,160	2024
Child Evangelism Fellowship Inc Of Schuylkill County	PA	\$200,490	Director	\$42,310	\$41,181	2023
Child Evangelism Fellowship Of Nh Inc	NH	\$203,030	Secretary	\$32,234	\$29,050	2023
Franklin Fellows	TN	\$178,492	Executive Director	\$93,333	\$93,006	2024
Platte Valley Area Youth For Christ	NE	\$210,193	Executive Di	\$65,000	\$64,569	2025
Luke Project Inc	GA	\$177,539	President	\$72,500	\$71,149	2023
Child Evangelism Fellowship Inc	KS	\$212,981	State Director Employee	\$110,400	\$113,069	2024
Kids First Family Fellowship Inc	GA	\$213,285	Director	\$23,867	\$22,750	2024
Crossroads Youth Works	CO	\$169,639	Executive Director	\$53,268	\$49,852	2023
East Michigan Youth For Christ	MI	\$225,951	Executive Dir	\$73,500	\$71,921	2024
Mountain Fountain Creations	CO	\$228,864	President	\$43,965	\$39,965	2024
Haven On The Rock	WY	\$230,495	Executive Director	\$30,000	\$30,455	2024
Seal Team Ministries Inc	GA	\$230,727	Executive Director	\$122,293	\$116,572	2024
Child Evangelism Fellowship Of Ches	PA	\$239,760	Director	\$77,416	\$75,350	2023
Kansas Bible Camp Inc	KS	\$243,192	Director	\$20,860	\$20,814	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Base Camp Urban Outreach	MI	\$141,067	Executive Di	\$44,584	\$44,914	2023
Released Time Christian Education	CA	\$139,984	Executive Dir.	\$12,000	\$9,824	2024
Lighthouse Community Center	WA	\$248,689	President	\$46,123	\$40,304	2023
All Consuming Fire Ministries Inc	TX	\$139,569	President	\$42,000	\$41,006	2023
Anglican Youth Ministry	NC	\$255,273	Acting Director	\$44,084	\$43,182	2024
Urban Church Advocates	IL	\$255,801	President	\$55,000	\$49,939	2025
Arizona Urban Youth Ministries	AZ	\$256,762	Program Manager	\$64,604	\$58,901	2024
Kings Kids El Paso Inc	TX	\$269,908	Outreach	\$72,000	\$68,278	2024
Anhar Institute	GA	\$271,596	Executive Director	\$34,000	\$32,410	2024
Twin Peaks Bible Camp	CO	\$272,620	Executive Director	\$58,999	\$55,216	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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	29 organizations. Compensation range \$9,824–\$116,572; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$194,181); for reference, expenses \$173,556 and assets \$401,192.
ROLE MATCH	Jason Whitlock, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	48 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	48 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 (Jason Whitlock) 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 29 similarly situated organizations (Same NTEE sector (O55), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,482 is reasonable (approximately the 48th 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.