

# Camp Watcha Wanna Do Ltd

Executive Director / CEO

EIN 351847286  
 IN · NTEE X20Z  
 FY ending 2024-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Jennyfer Balkema, Executive Director / CEO** (\$37,031) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

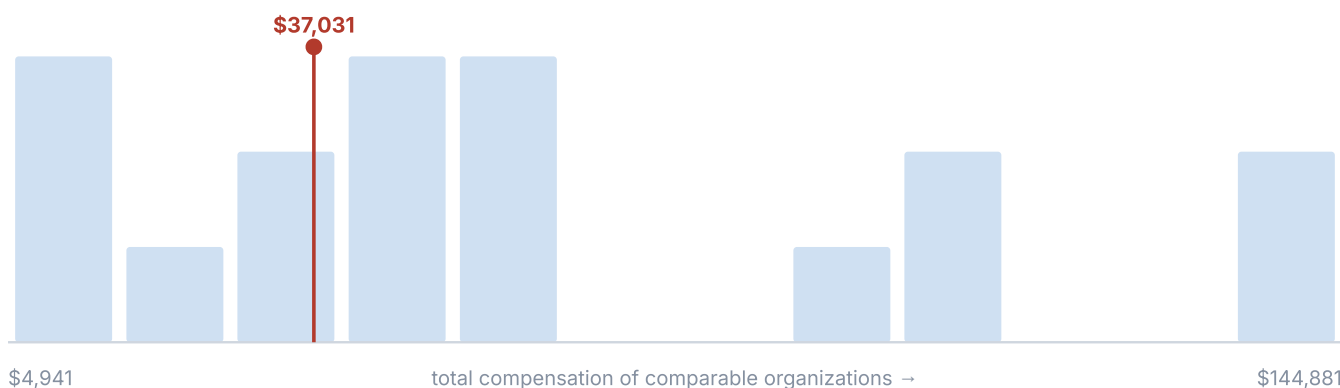
**Benchmarked executive:** Jennyfer Balkema — reported title "DEVELOPMENT", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (X20Z).
- BUDGET** Total revenue between \$124,651 and \$279,070 — 0.67x to 1.50x the subject's \$186,047 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (X20) + IN + budget 0.67–1.5x revenue.

**17** organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,812	\$34,305	\$49,964	\$91,600	\$119,571	\$37,031
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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 IN 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="#">Indiana Biblical Counseling Center Inc</a>	IN	\$200,825	Director	\$133,635	<b>\$137,582</b>	2023
<a href="#">Nomad Church Collective Inc</a>	IN	\$201,249	Minister Board Member	\$48,531	<b>\$49,964</b>	2023
<a href="#">Four10 Ministries Inc</a>	IN	\$162,446	Executive Di	\$46,000	<b>\$46,000</b>	2024
<a href="#">Be The Edge Fort Wayne Inc</a>	IN	\$210,034	Chief Minist	\$144,881	<b>\$144,881</b>	2024
<a href="#">Connection Ministries Inc</a>	IN	\$160,875	Executive Director	\$44,520	<b>\$44,520</b>	2024
<a href="#">Kyampisi Childcare Ministries Inc</a>	IN	\$218,604	Admin Asst/c	\$10,000	<b>\$10,000</b>	2024
<a href="#">Indiana Association Of Christian Schools Inc</a>	IN	\$151,238	Executive Director	\$58,000	<b>\$56,505</b>	2025
<a href="#">New Paradigm Christian Church</a>	IN	\$145,593	Pastor	\$35,296	<b>\$35,296</b>	2024
<a href="#">Blue Tassel Farm</a>	IN	\$230,516	President	\$9,531	<b>\$9,531</b>	2024
<a href="#">Quaker Hill Foundation Inc</a>	IN	\$140,335	Executive Director	\$53,994	<b>\$52,602</b>	2025
<a href="#">Rod And Staff Ministries Inc</a>	IN	\$233,400	Executive Director	\$101,976	<b>\$101,976</b>	2024
<a href="#">Thin Blue 1st Inc</a>	IN	\$255,021	Ceo Executive Director	\$107,564	<b>\$107,564</b>	2024
<a href="#">School Alive Inc</a>	IN	\$257,160	President	\$4,941	<b>\$4,941</b>	2024
<a href="#">The Freedom Center Inc</a>	IN	\$259,383	Executive Di	\$22,618	<b>\$23,286</b>	2023
<a href="#">Brave Way Home Inc</a>	IN	\$262,503	Director	\$60,635	<b>\$60,635</b>	2024
<a href="#">Edge Mentoring Inc</a>	IN	\$265,088	Exec Program	\$91,600	<b>\$91,600</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Greater Faith Community Ministry</a>	IN	\$266,144	Director	\$33,321	<b>\$34,305</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 17 organizations. Compensation range \$4,941–\$144,881; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$186,047); for reference, expenses \$177,073 and assets \$508,667.

**ROLE MATCH** Jennyfer Balkema, reported title "*DEVELOPMENT*", 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.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	35 <sup>th</sup>
All sources (D + E + F), adjusted	35 <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 (Jennyfer Balkema) 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 10, 2026, comparing compensation against 17 similarly situated organizations (Same NTEE sector (X20) + IN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,031 is reasonable (approximately the 35<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.