

Minn-iowa Christian Broadcasting

Executive Director / CEO

EIN 411699000

MN · NTEE X11

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Jennifer Hayden Stokes, Executive Director / CEO** (\$21,580) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

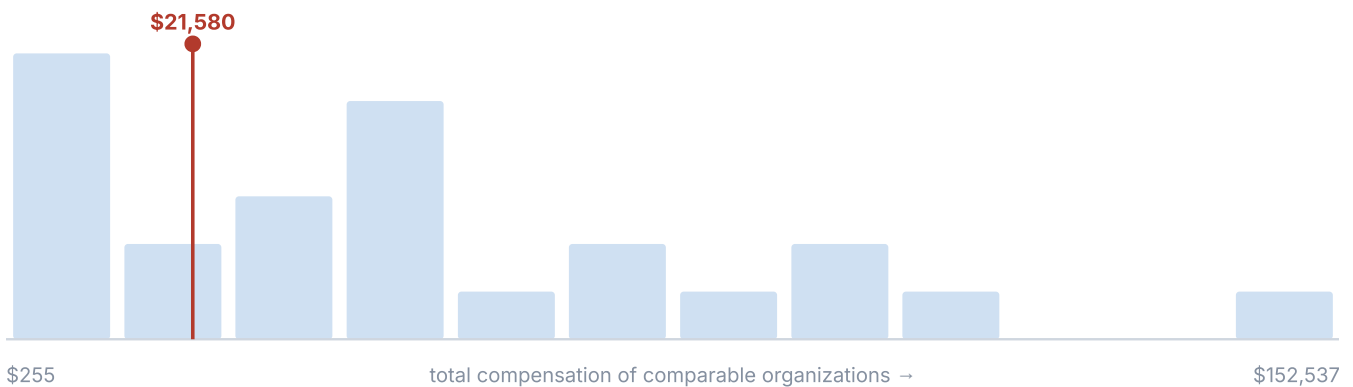
Benchmarked executive: Jennifer Hayden Stokes — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X11).
BUDGET	Total revenue between \$120,786 and \$270,417 — 0.67x to 1.50x the subject's \$180,278 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X11), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,055	\$18,479	\$39,857	\$71,471	\$94,174	\$21,580
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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 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
The Genesis Foundation	CO	\$182,458	Treasurer	\$27,230	\$27,123	2024
United Methodist Volunteers In Miss	AL	\$187,916	Exec. Dir.	\$85,573	\$96,035	2024
Gamboa Union Ministries	PA	\$170,755	V. Chairman/treasurer	\$3,600	\$3,839	2023
Cricket Alley Ministries	KS	\$190,966	Executive Di	\$35,000	\$39,279	2024
Kgm Support Corporation	MI	\$195,025	President &	\$31,457	\$33,729	2024
New Leaf Ministries Inc	ID	\$196,207	President	\$21,000	\$23,207	2024
Opoerwatch Inc	NY	\$198,953	Executive Directorboard Memb	\$42,000	\$40,590	2023
Union Foundation	OH	\$203,499	Board Member	\$8,075	\$8,885	2024
The Harriette And Ted Perlman Family	IL	\$154,571	Secretary	\$66,424	\$69,840	2023
Scph Legacy Corporation	OH	\$207,055	President	\$36,750	\$40,434	2024
Mission First Alliance	TN	\$208,566	Executive Di	\$82,268	\$89,831	2024
Dental Community Fellowship	SC	\$209,226	Vice Preside	\$20,000	\$21,116	2025
Velvet Ashes Incorporated	PA	\$210,704	Executive Director	\$55,327	\$57,315	2024
Copeland Family Supporting Organization	VA	\$144,179	Secretary	\$5,470	\$5,487	2024
First Response Ministry Inc	TX	\$220,694	Executive Director	\$43,946	\$47,014	2023
The Irving And Varda Rabin Foundation	CA	\$223,546	Assistant Treasurer (From 12/06/23)	\$50,736	\$45,510	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Life Center Foundation	ND	\$135,797	Secretary	\$25,948	\$30,454	2023
Great Is Thy Faithfulness Cogic	MN	\$133,094	Pastor	\$10,000	\$10,568	2023
Presbyterian Church Camp And Conference Association	NC	\$228,342	Executive Director	\$69,103	\$76,363	2023
Milandila Community Missions Inc	PA	\$232,604	Director	\$73,810	\$78,721	2023
Emmaus Center Inc	NY	\$234,723	Former Executive Director	\$162,500	\$152,537	2024
Chapel Haven Endowment Inc	CT	\$262,002	President	\$262	\$255	2024
Thrive International Missions	CA	\$262,893	President	\$118,901	\$106,656	2024
Roadster Legacy	AZ	\$267,932	Director	\$4,735	\$4,870	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 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 24 organizations. Compensation range \$255–\$152,537; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$180,278); for reference, expenses \$687,168 and assets \$1,187,219. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Jennifer Hayden Stokes, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	29 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	63 rd

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 (Jennifer Hayden Stokes) 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 24 similarly situated organizations (Same NTEE sector (X11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,580 is reasonable (approximately the 29th 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 10, 2026.