

Polk County Jail Ministries Inc

Executive Director / CEO

EIN 421375716

IA · NTEE X20Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jerry Van Cleave, Executive Director / CEO** (\$112,115) against **every comparable organization** that fit the selection criteria — **786** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Jerry Van Cleave — reported title “CHAPLAIN”, 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 \$135,392 and \$303,118 — 0.67x to 1.50x the subject's \$202,079 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

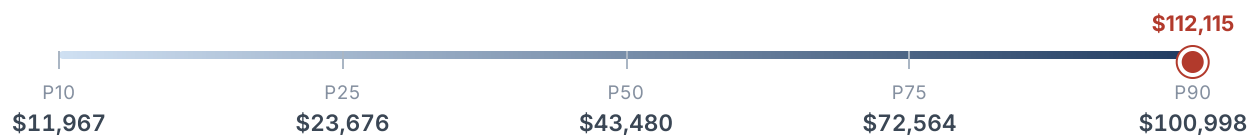
786 organizations qualified on sector, size, and geography → **786** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,967	\$23,676	\$43,480	\$72,564	\$100,998	\$112,115
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 93RD
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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 IA 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
Joined To Hashem	NC	\$202,044	President	\$79,937	\$73,271	2024
Prayermentor	TX	\$202,251	President	\$101,544	\$90,107	2024
Reba Rambo Ministries	TN	\$201,689	President	\$59,000	\$55,015	2024
Bible Translation Fellowship	CA	\$202,584	President And Board Member	\$123,743	\$94,788	2024
Galilean Theological Center	OH	\$201,550	President	\$42,000	\$39,462	2024
The Bonhoeffer Project	CA	\$201,512	Board Member	\$55,300	\$42,360	2024
Global 504	FL	\$201,459	President	\$58,000	\$48,335	2024
Leadership Training International	AR	\$201,440	Executive Director	\$86,774	\$86,525	2024
Open Arms Hispanic Ministries	OH	\$201,312	Executive Di	\$74,620	\$70,110	2024
Kris Kildosher Ministries Inc	NE	\$201,309	President	\$102,060	\$97,377	2024
The Well Inc	CA	\$201,261	Ceo & Exec D	\$3,750	\$2,872	2024
Nomad Church Collective Inc	IN	\$201,249	Minister Board Member	\$48,531	\$46,741	2023
Family Life Center International Inc	SC	\$202,911	President	\$101,513	\$93,946	2024
The Fellows Initiative	VA	\$201,229	Executive Director	\$78,750	\$67,452	2024
Missionaries To Ministers	CA	\$201,142	President/treasurer	\$145,919	\$115,076	2023
Christian Resource Center	NE	\$203,101	Exec Dir	\$16,510	\$16,218	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
One Heart Ministries Inc	OH	\$200,941	President	\$87,462	\$84,604	2023
Integrare Inc	NH	\$203,300	Co-executive Director	\$100,667	\$80,332	2025
Indiana Biblical Counseling Center Inc	IN	\$200,825	Director	\$133,635	\$128,707	2023
Christ Community Church Smyrna	TN	\$200,381	President	\$51,430	\$47,956	2024
Nik Ripken Ministries	TX	\$203,890	President	\$32,400	\$28,750	2024
Joyful Korean Community Church	TX	\$203,890	Senior Pastor	\$29,700	\$27,133	2023
Haven Ministries	CO	\$203,902	President	\$100,000	\$85,061	2024
Remember Jerusalem Inc	KS	\$204,030	President	\$97,004	\$92,965	2024
Monarch Ministries	IL	\$200,064	Co-executive Director	\$98,334	\$88,292	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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 786 organizations. Compensation range \$49–\$419,839; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$202,079); for reference, expenses \$165,808 and assets \$338,457.

ROLE MATCH Jerry Van Cleave, reported title "*CHAPLAIN*", 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.**

RELATED-ORG PAY 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 19 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	93 rd
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	92 nd

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 (Jerry Van Cleave) 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 786 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,115 is reasonable (approximately the 93rd 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.