

Iron Bell Ministries Inc

Executive Director / CEO

EIN 453089381

KY · NTEE P40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Lynn Dedrick, Executive Director / CEO** (\$40,545) against **every comparable organization** that fit the selection criteria — **154** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

Benchmarked executive: Jennifer Lynn Dedrick — reported title “DIRECTOR/MINISTRY DIRECTOR”, 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 (P40).

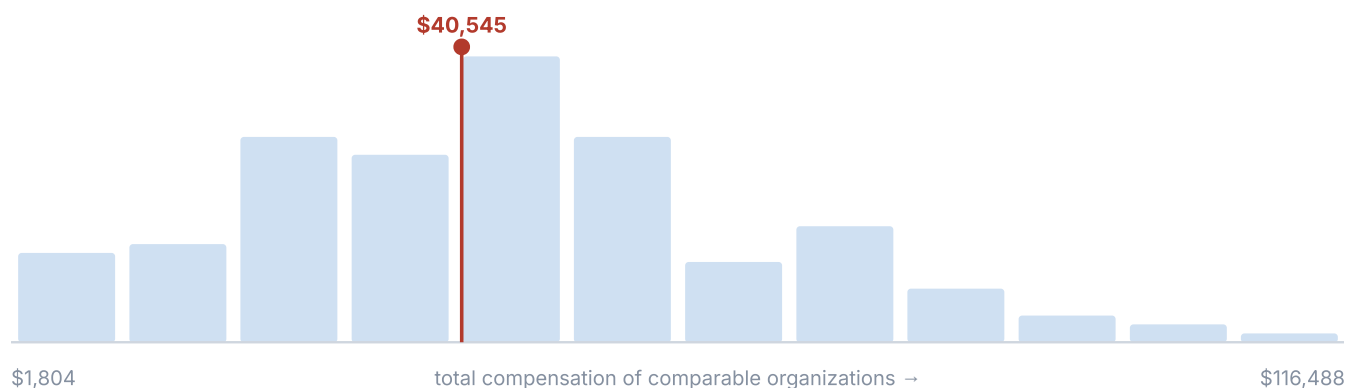
BUDGET Total revenue between \$159,933 and \$358,059 — 0.67x to 1.50x the subject's \$238,706 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

154 organizations qualified on sector, size, and geography

→ **154** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,231

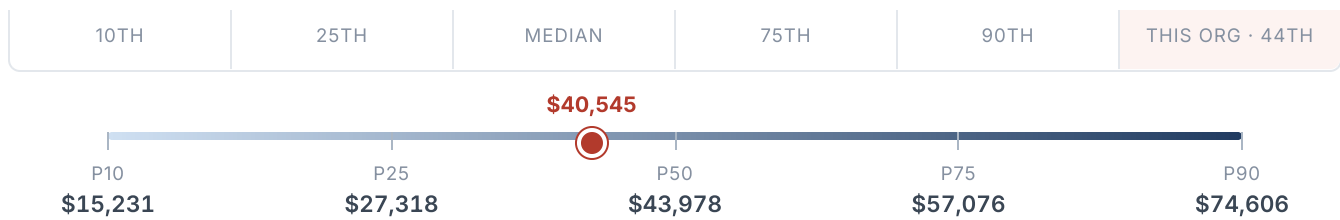
\$27,318

\$43,978

\$57,076

\$74,606

\$40,545



■ 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 KY 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
Urban Neighborhood Educational Technology For You Inc	NY	\$238,665	Executive Director	\$70,000	\$57,187	2024
Greater Philadelphia Tabernacle Of David	PA	\$238,092	Director Board Chairm	\$2,000	\$1,804	2024
Thriving Together Tn Inc	TN	\$237,327	Executive Director	\$29,500	\$27,311	2025
Cultivating Culturally Competent Clinicians Inc	CA	\$240,573	Officer	\$34,014	\$27,338	2023
Rainbow Family Inc	CA	\$241,277	Cfo	\$15,300	\$11,944	2024
Family Impact Center	MI	\$235,735	Pantry Direc	\$80,000	\$74,653	2024
You Yes You Project Inc	IN	\$235,142	Executive Director	\$74,231	\$72,862	2023
Housing Equity & Advocacy Resource Team	CA	\$242,815	President	\$56,405	\$45,334	2023
First Choice Pregnancy Services	MN	\$242,966	Exec. Direct	\$60,000	\$53,600	2024
Of Home Family And Future Inc	NY	\$242,973	Executive Dir.	\$125,000	\$105,135	2023
Idaho Hunger Relief Task Force Inc	ID	\$233,512	Executive Di	\$56,513	\$55,957	2023
Marys Helping Hands	IA	\$233,012	Client Operations Coordinator	\$14,715	\$14,997	2023
Tea	MI	\$232,623	Executive Di	\$79,832	\$74,496	2024
Marys Choice Rva	VA	\$245,556	President	\$65,500	\$57,177	2024
New Beginnings Family Services	MN	\$231,308	Exec. Director	\$46,864	\$41,865	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Friends Of Madison Youth Inc	CT	\$246,110	Executive Director	\$64,514	\$56,302	2023
Healing Thine Hearts Ministries	TX	\$246,148	President	\$11,701	\$10,582	2024
On Your Feet Foundation	IL	\$246,748	Executive Di	\$25,833	\$22,961	2024
Pregnancy Crisis Center Inc	TN	\$229,036	Exec. Director	\$42,500	\$40,388	2024
Birth To Five Incorporated	IN	\$249,916	Executive Director	\$38,483	\$37,773	2023
Options For Women-menomonie	WI	\$225,621	Executive Director	\$33,868	\$31,977	2024
Babe Of Wabash County Inc	IN	\$225,143	Executive Di	\$41,241	\$39,319	2024
Maryland Diaper Bank	MD	\$252,747	Executive Director	\$6,750	\$5,874	2023
Families Of Character	CO	\$253,012	Ceo	\$98,280	\$85,199	2024
East Wake Education Foundation	NC	\$223,370	Executive Di	\$58,000	\$54,181	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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	154 organizations. Compensation range \$1,804–\$116,488; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$238,706); for reference, expenses \$262,278 and assets \$170,588.
ROLE MATCH	Jennifer Lynn Dedrick, reported title " <i>DIRECTOR/MINISTRY DIRECTOR</i> ", 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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	44 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	43 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 Lynn Dedrick) 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 154 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,545 is reasonable (approximately the 44th 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.