

Ywam Washington Dc

Executive Director / CEO

EIN 521499290

DC · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jason Hershey, Executive Director / CEO** (\$96,867) against **every comparable organization** that fit the selection criteria — **845** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Jason Hershey — 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 (X20).

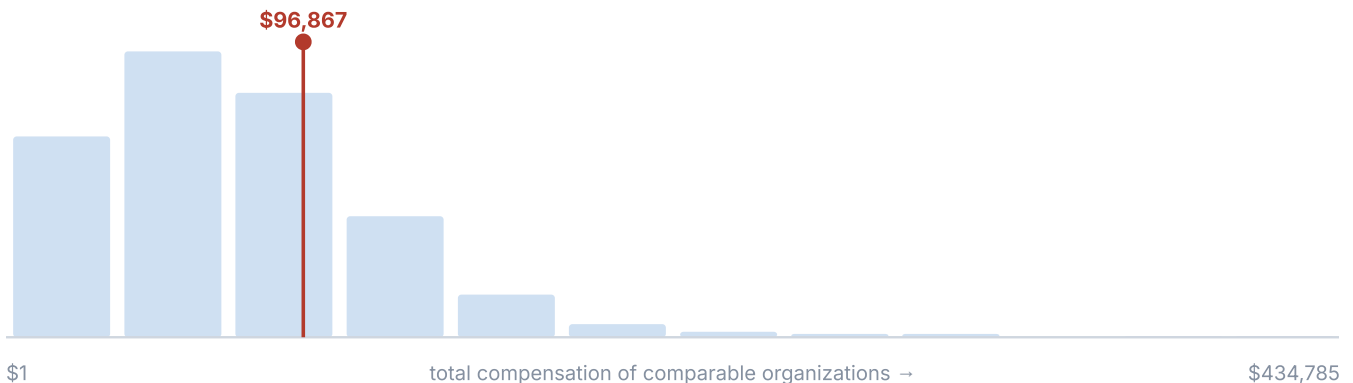
BUDGET Total revenue between \$298,425 and \$668,116 — 0.67x to 1.50x the subject's \$445,411 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

845 organizations qualified on sector, size, and geography

→ **845** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,357

\$39,941

\$68,684

\$103,502

\$134,568

\$96,867



● 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 DC 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
See Forward Ministries	KY	\$444,634	President/executive Director	\$56,100	\$68,684	2024
Cana Family Institute	MN	\$444,364	Executive Director	\$18,951	\$21,970	2023
The Forgotten Church Inc	OK	\$444,042	President	\$26,000	\$32,625	2024
Goby International Ministries	TX	\$446,958	President	\$14,400	\$16,899	2023
Rig Global Dfw	TX	\$447,021	Director	\$6,099	\$6,952	2024
Greg Fritz Ministries Inc	OK	\$443,415	President	\$96,000	\$124,021	2023
Wavestarters A Nonprofit Corporation	VA	\$443,087	Executive Director	\$120,434	\$132,513	2024
The Nehemiah Foundation Of	OH	\$447,876	Executive Di	\$73,954	\$89,260	2024
White Horse Missions	SC	\$442,885	President	\$64,800	\$79,312	2023
Levanta Ministries	TX	\$442,759	President	\$36,000	\$41,037	2024
Common Ground Surf	CA	\$442,703	Executive Di	\$69,437	\$70,345	2023
Philadelphia Gospel Movement	PA	\$442,644	Executive Di	\$86,000	\$97,731	2024
Eternal Christendom	CA	\$448,486	President	\$52,000	\$51,169	2024
Campus One80 Ministries Inc	NY	\$448,593	President	\$27,436	\$28,252	2024
Armor Of Light	PA	\$441,786	Administrator	\$40,039	\$46,845	2023
Missions Revival Inc	KS	\$441,749	President	\$38,000	\$46,782	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Elim Dmv Inc	MD	\$441,739	Sr. Pastor	\$50,000	\$54,843	2023
Barnabas Ministries	MI	\$441,363	Secretary	\$22,320	\$27,028	2023
Christ-life Ministries Inc	IA	\$449,525	Executive Director, Board President & Treasurer	\$72,835	\$90,880	2024
New Vision Christian Church	AL	\$449,556	Pastor	\$142,246	\$175,121	2024
Manna Christian Fellowship	NJ	\$441,255	Executive Director	\$129,266	\$128,131	2025
The Cross Ministry Group	CO	\$441,244	Director	\$41,500	\$45,347	2024
Highlands Church Of The Cumberland	TN	\$449,629	Worship Pastor	\$13,500	\$16,171	2024
Lord's Gym Of El Dorado County Inc	CA	\$449,700	President	\$60,000	\$60,785	2023
Pittsburgh Region International Student Ministries	PA	\$449,821	Director	\$146,276	\$166,230	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 845 organizations. Compensation range \$1–\$434,785; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$445,411); for reference, expenses \$415,814 and assets \$798,325.

ROLE MATCH	Jason Hershey, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	71 st
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	70 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 Hershey) 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 845 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,867 is reasonable (approximately the 71st 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.