

# Joshua Holmes Ministries

Executive Director / CEO

EIN 822491791

TX · NTEE P46

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Juan Ledesma, Executive Director / CEO** (\$28,000) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Juan Ledesma — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

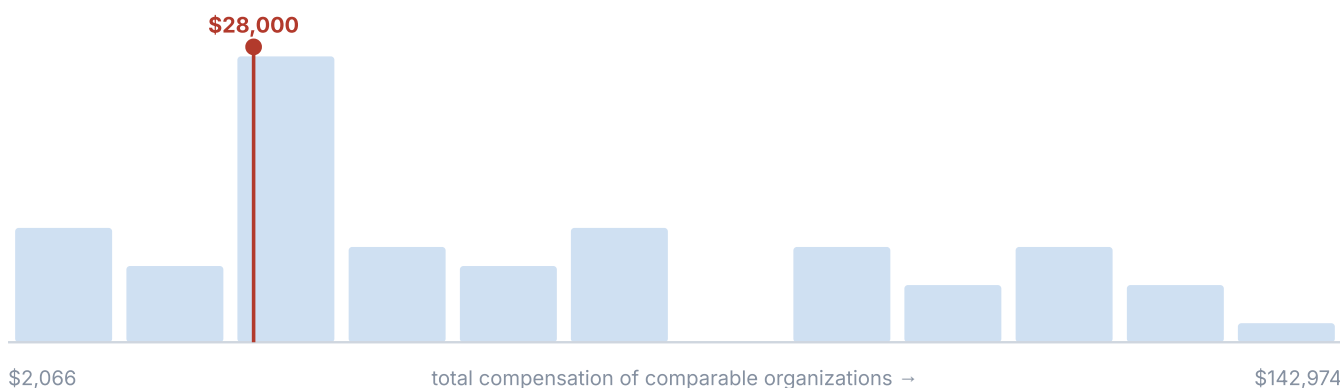
**SECTOR** Organizations sharing the subject's NTEE classification (P46).

**BUDGET** Total revenue between \$147,400 and \$330,000 — 0.67x to 1.50x the subject's \$220,000 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P46), nationwide + budget 0.67–1.5x revenue.

**57** organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,178	\$29,748	\$45,958	\$85,085	\$114,465	\$28,000
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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 TX 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="#">Bliss &amp; Wisdom Culture And Education</a>	CA	\$218,140	Cfo	\$2,400	<b>\$2,133</b>	2023
<a href="#">Daemion Counseling Center Inc</a>	PA	\$217,687	Executive Director	\$24,728	<b>\$25,380</b>	2023
<a href="#">Heart In Balance</a>	CA	\$228,400	Executive Dir.	\$25,190	<b>\$21,745</b>	2024
<a href="#">Delaware Multicultural And Civic Organz</a>	DE	\$210,427	President	\$27,347	<b>\$26,769</b>	2024
<a href="#">Marriage Adventure Inc</a>	GA	\$210,041	President	\$42,500	<b>\$42,720</b>	2024
<a href="#">Eagle Family Ministries Inc</a>	AR	\$230,634	President	\$32,500	<b>\$37,599</b>	2023
<a href="#">Community Grief Support Service</a>	AL	\$230,846	Executive Director - Part Year	\$45,536	<b>\$49,179</b>	2024
<a href="#">Empowered And Dedicated To Edify The</a>	MA	\$231,724	Ceo And Exec Director	\$100,000	<b>\$89,834</b>	2024
<a href="#">Journey For Life</a>	NC	\$203,981	President	\$122,650	<b>\$126,691</b>	2024
<a href="#">Worldwide Marriage Encounter Usa</a>	CA	\$239,704	Office Manager	\$74,845	<b>\$64,609</b>	2024
<a href="#">Illinois Mental Health Counselors Assoc</a>	IL	\$240,710	Executive Director	\$35,100	<b>\$33,607</b>	2025
<a href="#">Shalom Place</a>	PA	\$194,120	President	\$100,605	<b>\$103,258</b>	2023
<a href="#">Whatever It Takes Ministries Inc</a>	FL	\$191,117	President	\$71,448	<b>\$69,081</b>	2023
<a href="#">Seeds Wilderness Therapy</a>	CO	\$191,070	Executive Director	\$35,560	<b>\$35,094</b>	2023
<a href="#">Mobilepreacherorg Inc</a>	FL	\$249,166	President & Ceo	\$90,600	<b>\$85,085</b>	2024
<a href="#">The Apollos Project Inc</a>	RI	\$189,280	Director	\$11,000	<b>\$10,544</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dovehouse Ministries</a>	TN	\$251,533	Founding Dir	\$62,956	<b>\$68,109</b>	2023
<a href="#">Ultimate Escape</a>	TN	\$187,862	Director	\$103,110	<b>\$111,550</b>	2023
<a href="#">Free To Be Ministries</a>	OH	\$261,697	Executive Director	\$34,077	<b>\$37,148</b>	2023
<a href="#">Pastoral Care &amp; Counseling Institute</a>	NC	\$262,503	Director	\$27,298	<b>\$29,030</b>	2023
<a href="#">Hope Matters Marriage Ministries</a>	TX	\$263,644	President	\$114,367	<b>\$117,745</b>	2023
<a href="#">Someone To Tell It To Inc</a>	PA	\$265,573	Co-ceo	\$82,127	<b>\$84,293</b>	2023
<a href="#">Teen Hope Of Idaho Inc</a>	ID	\$265,688	Executive Director (June-dec)	\$11,550	<b>\$12,646</b>	2023
<a href="#">Cavetime Inc</a>	OK	\$173,078	Executive Director	\$100,362	<b>\$113,741</b>	2023
<a href="#">World Grace Project</a>	IA	\$172,620	Community Outreach	\$55,700	<b>\$62,770</b>	2023

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

## ● Sample, role match & sensitivity

PEER COUNT	57 organizations. Compensation range \$2,066–\$142,974; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$220,000); for reference, expenses \$208,359 and assets \$11,641.
ROLE MATCH	Juan Ledesma, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	25 <sup>th</sup>
All sources (D + E + F), adjusted	21 <sup>st</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 (Juan Ledesma) 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 57 similarly situated organizations (Same NTEE sector (P46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,000 is reasonable (approximately the 23<sup>rd</sup> 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.