

# Rocky Mountain Police Chaplains

Executive Director / CEO

EIN 841521703

CO · NTEE X200

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kevin Shive, Executive Director / CEO** (\$24,000) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Kevin Shive — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (X200).

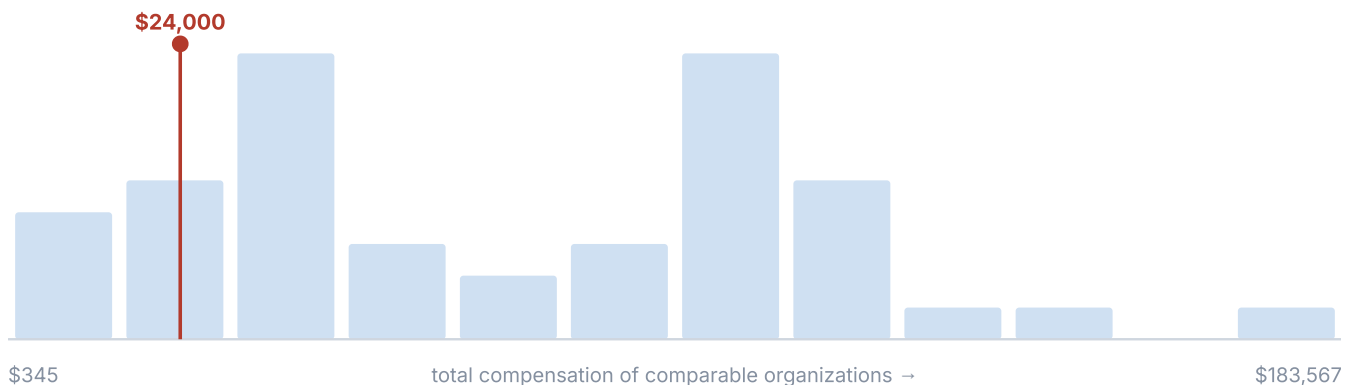
**BUDGET** Total revenue between \$238,335 and \$533,586 — 0.67x to 1.50x the subject's \$355,724 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X20) + CO + budget 0.67–1.5x revenue.

**43** organizations qualified on sector, size, and geography

→ **43** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$16,408	\$34,801	\$71,582	\$98,553	\$119,229	\$24,000
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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 CO 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="#">1st Street Church</a>	CO	\$359,128	President	\$16,203	<b>\$15,738</b>	2024
<a href="#">Digital Great Commission Ministries</a>	CO	\$362,781	President	\$42,766	<b>\$42,766</b>	2023
<a href="#">Hamere Noh Kidane Mehret Tigrayan Orthodox Church</a>	CO	\$368,370	Prist	\$36,000	<b>\$36,000</b>	2023
<a href="#">Solid Rock Baptist Church</a>	CO	\$372,568	Agyei-mensah	\$22,755	<b>\$22,755</b>	2023
<a href="#">Upon The Rock</a>	CO	\$336,966	President/tr	\$41,400	<b>\$40,212</b>	2024
<a href="#">Frontier Labourers For Christ</a>	CO	\$375,320	Interim Executive Director	\$89,382	<b>\$86,818</b>	2024
<a href="#">Behrman Ministries Inc</a>	CO	\$376,217	Pres/treasurer	\$33,602	<b>\$33,602</b>	2023
<a href="#">House Of Israel Intl Ministries Inc</a>	CO	\$332,689	Chairman And President	\$124,145	<b>\$120,583</b>	2024
<a href="#">Reclaim Ministries Inc</a>	CO	\$385,307	President	\$100,800	<b>\$97,908</b>	2024
<a href="#">Church Reform &amp; Revitalization Inc</a>	CO	\$387,866	Director	\$75,000	<b>\$75,000</b>	2023
<a href="#">Treasure Mountain Bible Camp</a>	CO	\$322,791	Board Member/camp Director	\$19,200	<b>\$19,200</b>	2023
<a href="#">Be The Gift Incorporated</a>	CO	\$390,793	Corporate President / Ceo	\$96,702	<b>\$93,928</b>	2024
<a href="#">The Refuge</a>	CO	\$395,203	Cofounder	\$345	<b>\$345</b>	2023
<a href="#">Kalapa Media Inc</a>	CO	\$395,489	Executive Director	\$19,650	<b>\$19,086</b>	2024
<a href="#">Whole Heart Ministries Inc</a>	CO	\$308,371	Executive Dir.	\$99,198	<b>\$99,198</b>	2023
<a href="#">Activ8 Sports Inc</a>	CO	\$404,800	President	\$100,000	<b>\$97,131</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Journey Quest Inc</a>	CO	\$405,780	Executive Dir.	\$85,167	<b>\$82,724</b>	2024
<a href="#">Msc Family Restoration Center</a>	CO	\$304,046	President/ Exec. Director	\$107,432	<b>\$104,350</b>	2024
<a href="#">One Hope Of Northern Colorado</a>	CO	\$411,659	President	\$111,431	<b>\$111,431</b>	2023
<a href="#">Cityunite</a>	CO	\$299,157	Executive Di	\$109,874	<b>\$106,722</b>	2024
<a href="#">Mercygift</a>	CO	\$298,228	President	\$143,000	<b>\$138,897</b>	2024
<a href="#">Trinity Outreach International Inc</a>	CO	\$293,776	Pres/chairman	\$188,989	<b>\$183,567</b>	2024
<a href="#">Laflin Life Foundation Inc</a>	CO	\$426,424	President	\$134,842	<b>\$134,842</b>	2023
<a href="#">Cecil &amp; Lisa Paxton</a>	CO	\$276,742	President	\$34,283	<b>\$33,299</b>	2024
<a href="#">Contemplative Outreach Of Colorado</a>	CO	\$434,875	Administrato	\$40,000	<b>\$38,852</b>	2024

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

## ● Sample, role match & sensitivity

**PEER COUNT** 43 organizations. Compensation range \$345–\$183,567; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$355,724); for reference, expenses \$287,213 and assets \$209,337.

**ROLE MATCH** Kevin Shive, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 3 peers 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	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	23 <sup>rd</sup>
All sources (D + E + F), adjusted	19 <sup>th</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 (Kevin Shive) 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 43 similarly situated organizations (Same NTEE sector (X20) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,000 is reasonable (approximately the 19<sup>th</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.