

# Iglesia De Jesucristo Canaan

Executive Director / CEO

EIN 030553373

CA · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jorge Rivas, Executive Director / CEO** (\$24,000) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Jorge Rivas — 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).

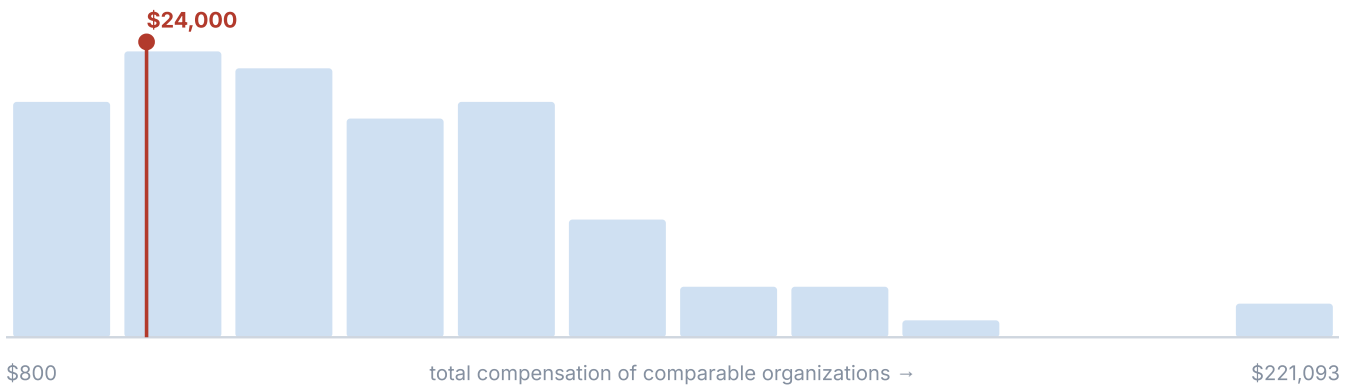
**BUDGET** Total revenue between \$164,763 and \$368,872 — 0.67x to 1.50x the subject's \$245,915 (the band tightens as size grows).

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

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

→ **90** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,996

\$26,871

\$54,662

\$81,814

\$108,720

\$24,000



## ■ 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 CA 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="#">Recenteredlife</a>	CA	\$244,911	Ceo	\$121,000	<b>\$121,000</b>	2024
<a href="#">American Remnant Mission Inc</a>	CA	\$244,446	Executive Director	\$58,120	<b>\$56,622</b>	2025
<a href="#">Ministerios Cristianos Fuente De Vida</a>	CA	\$241,988	Ceo	\$18,000	<b>\$18,532</b>	2023
<a href="#">Bible Explorations Inc</a>	CA	\$239,573	Secretary/tres	\$79,000	<b>\$79,000</b>	2024
<a href="#">Bridge Builders Network Inc</a>	CA	\$237,765	Pres	\$24,000	<b>\$24,000</b>	2024
<a href="#">More Than Bread</a>	CA	\$237,002	President	\$77,174	<b>\$77,174</b>	2024
<a href="#">Shapoval Ministries International</a>	CA	\$236,438	Ceo	\$100,000	<b>\$102,954</b>	2023
<a href="#">Mission Ministries Inc</a>	CA	\$236,429	President	\$3,500	<b>\$3,500</b>	2024
<a href="#">Mark Ministries</a>	CA	\$235,394	Director	\$49,200	<b>\$49,200</b>	2024
<a href="#">Reimagine Group</a>	CA	\$233,673	President	\$24,000	<b>\$24,709</b>	2023
<a href="#">Calvary Curriculum</a>	CA	\$232,730	President	\$63,250	<b>\$65,118</b>	2023
<a href="#">Submerge Church</a>	CA	\$259,705	Main Chair	\$76,020	<b>\$76,020</b>	2024
<a href="#">Restore And Rebuild Ministries Inc</a>	CA	\$232,020	President	\$83,069	<b>\$83,069</b>	2024
<a href="#">Bridges To The Nations</a>	CA	\$231,458	President	\$72,276	<b>\$72,276</b>	2024
<a href="#">Casa De Fe Bakersfield</a>	CA	\$231,329	President	\$25,000	<b>\$25,000</b>	2024
<a href="#">Warm An Loving Ministries Inc</a>	CA	\$260,600	President	\$130,000	<b>\$133,840</b>	2023
<a href="#">Kallim Mission Center</a>	CA	\$260,624	Ceo/pastor	\$18,000	<b>\$18,000</b>	2024
<a href="#">The Shepherds Light</a>	CA	\$229,831	President	\$20,300	<b>\$20,900</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Maverick River Collective</a>	CA	\$262,300	President	\$89,500	<b>\$89,500</b>	2024
<a href="#">Dennis Agajanian Ministries Inc</a>	CA	\$262,954	President & Ceo	\$99,473	<b>\$102,411</b>	2023
<a href="#">Keith Hudson Ministries Inc</a>	CA	\$227,611	President	\$8,862	<b>\$9,124</b>	2023
<a href="#">Light Of Zion</a>	CA	\$264,646	Ceo	\$132,000	<b>\$132,000</b>	2024
<a href="#">Cyrus Ministries</a>	CA	\$226,444	Ceo	\$21,000	<b>\$21,620</b>	2023
<a href="#">Wixim Ministries Inc</a>	CA	\$223,081	President	\$85,500	<b>\$85,500</b>	2024
<a href="#">Loving And Leading Others</a>	CA	\$222,844	Executive Director	\$45,000	<b>\$45,000</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	<b>90</b> organizations. Compensation range \$800–\$221,093; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$245,915); for reference, expenses \$245,915 and assets \$414,205.
ROLE MATCH	Jorge Rivas, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	27 <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 (Jorge Rivas) 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 90 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,000 is reasonable (approximately the 21<sup>st</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.