

# Third Day Missions Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Rev Daneil Delgado, Executive Director / CEO** (\$23,800) against **every comparable organization** that fit the selection criteria — **169** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26<sup>th</sup>** percentile of comparable organizations within the typical range

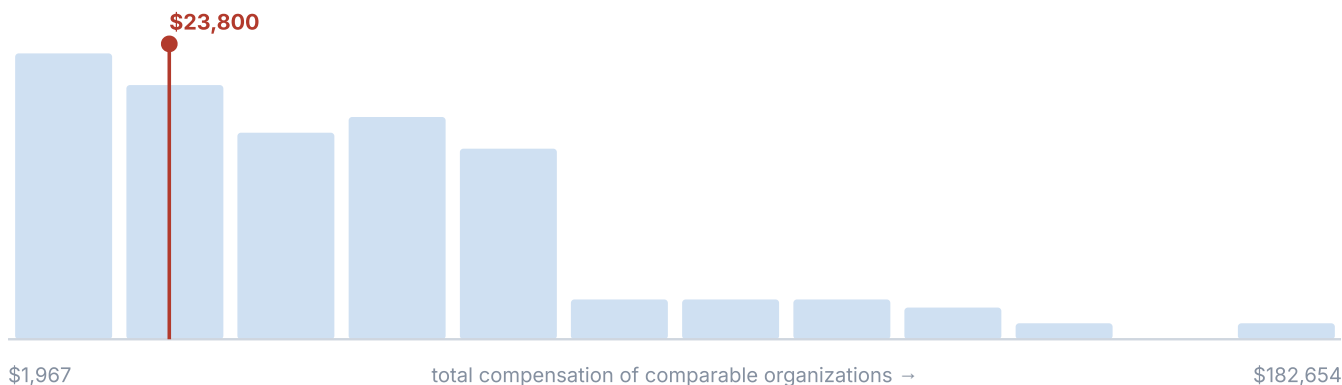
**Benchmarked executive:** Rev Daneil Delgado — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$152,602 and \$341,647 — 0.67x to 1.50x the subject's \$227,765 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**169** organizations qualified on sector, size, and geography → **169** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$10,324	\$22,660	\$41,953	\$63,445	\$94,031	\$23,800
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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 NY 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="#">Open Institute International Inc</a>	DC	\$228,190	Chairman	\$66,800	<b>\$64,871</b>	2023
<a href="#">The Mooncatcher Project Inc</a>	NY	\$228,334	Executive Director	\$36,200	<b>\$35,161</b>	2024
<a href="#">Warren Majengo Foundation</a>	PA	\$228,965	Executive Director	\$14,300	<b>\$15,781</b>	2023
<a href="#">Ruel Foundation Usa</a>	CA	\$229,495	Board Member	\$5,401	<b>\$5,013</b>	2024
<a href="#">American Medical Institute Inc</a>	TX	\$225,800	Director/manager	\$55,207	<b>\$59,360</b>	2024
<a href="#">Israel Team Advocates International Inc</a>	AL	\$230,832	President And Ceo	\$150,000	<b>\$174,189</b>	2024
<a href="#">Engage Africa</a>	IL	\$230,892	President	\$37,150	<b>\$39,258</b>	2024
<a href="#">Hands Of Hope</a>	SC	\$223,889	President	\$22,864	<b>\$25,639</b>	2024
<a href="#">All Things New Inc</a>	FL	\$223,630	Formerpresident	\$36,667	<b>\$37,026</b>	2024
<a href="#">Build And Restore International</a>	CA	\$232,223	President	\$20,000	<b>\$19,112</b>	2023
<a href="#">Haitian Artisans For Peace Internat</a>	MI	\$232,790	Treasurer	\$50,231	<b>\$55,730</b>	2024
<a href="#">Least Of These Ministries Inc</a>	MD	\$222,248	President & Executive Director	\$42,600	<b>\$42,810</b>	2024
<a href="#">His Cherished Ones Inc</a>	FL	\$233,345	President	\$26,127	<b>\$26,382</b>	2024
<a href="#">Evanjafrica Inc</a>	SC	\$234,392	Founder & Ex	\$54,000	<b>\$62,343</b>	2023
<a href="#">Zeelo Inc</a>	KS	\$220,438	Director	\$106,000	<b>\$123,093</b>	2024
<a href="#">Mission Of Truth</a>	TN	\$235,100	Vice President	\$60,000	<b>\$69,795</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bless The Children Inc</a>	FL	\$235,412	Exec Director	\$10,200	<b>\$10,034</b>	2025
<a href="#">Cattle For Christ International Inc</a>	AL	\$218,962	President	\$79,000	<b>\$94,449</b>	2023
<a href="#">His Children International Corp</a>	FL	\$218,477	President	\$60,000	<b>\$62,377</b>	2023
<a href="#">United Liberia Inland Church Associates And Friends Inc</a>	IL	\$237,373	Executive Director	\$50,000	<b>\$54,398</b>	2023
<a href="#">Touch The Nations</a>	NE	\$218,103	President	\$8,950	<b>\$10,653</b>	2023
<a href="#">Tcf Mercy Inc</a>	IN	\$237,827	Field Representative	\$6,000	<b>\$7,002</b>	2023
<a href="#">Partners With Ethiopia</a>	MN	\$239,245	Executive Director/president	\$22,000	<b>\$24,057</b>	2023
<a href="#">Reach India Inc</a>	IN	\$240,370	Executive Director	\$34,365	<b>\$40,105</b>	2023
<a href="#">The Senegal Health Institute</a>	CA	\$240,744	Exec Director	\$58,240	<b>\$54,057</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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** 169 organizations. Compensation range \$1,967–\$182,654; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$227,765); for reference, expenses \$118,068 and assets \$25,127. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Rev Daneil Delgado, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**OUTLIERS** 7 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	26 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	29 <sup>th</sup>
All sources (D + E + F), adjusted	26 <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 (Rev Daneil Delgado) 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 169 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,800 is reasonable (approximately the 26<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.