

Airwaves For Jesus Inc

Executive Director / CEO

EIN 200045175
 FL · NTEE X84
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Art Ramos, Executive Director / CEO** (\$42,882) against **every comparable organization** that fit the selection criteria — **1716** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

Benchmarked executive: Art Ramos — 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 (X84).
BUDGET	Total revenue between \$143,808 and \$321,958 — 0.67x to 1.50x the subject's \$214,639 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

1,716 organizations qualified on sector, size, and geography → **1,716** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,066	\$27,952	\$51,444	\$83,559	\$116,496	\$42,882
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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 FL 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
Golf Fore Christ Inc	CO	\$214,623	President	\$30,000	\$30,621	2024
Solid Rock Apostolic And Prophetic	CA	\$214,546	Ceo	\$78,000	\$71,696	2024
Cups Cafe Inc	OH	\$214,460	Executive Di	\$49,167	\$57,070	2023
Espada De Dos Filos Ministerios Ebenezer	CA	\$214,423	Chief Executive Officer	\$72,000	\$66,181	2024
Ronnie Tullos Evangelistic	TN	\$214,870	President	\$76,925	\$86,073	2024
Throne Of Grace Ministries	GA	\$214,871	Chairman	\$161,157	\$172,490	2024
Vox Populi Mariae Mediatrici	OH	\$214,386	Treasurer	\$23,830	\$26,867	2024
The Interfaith Center Inc	AR	\$214,385	Executive Dir.	\$39,999	\$49,273	2023
They Need The Bible	MN	\$214,332	Founder	\$100,991	\$106,225	2024
Choosing Love Ministries Inc	OK	\$214,304	Executive Dir.	\$82,395	\$96,579	2024
Baptist Youth Camp	ME	\$214,996	Executive Di	\$42,374	\$45,167	2024
James Rackley Ministries Inc	TX	\$214,234	President	\$52,500	\$57,554	2023
Pax Inc	NH	\$214,224	Chairperson	\$80,000	\$78,632	2024
Worklife Inc	GA	\$215,087	Ceo/director	\$127,392	\$140,378	2023
Interserve Ministries	MN	\$214,169	Executive Di	\$37,686	\$38,618	2025
Very Bold Ministries Inc	TX	\$214,154	President/di	\$82,500	\$87,847	2024
Holy Trinity Hermitige Inc	MN	\$215,131	Ceo	\$40,370	\$42,462	2024
Iglesia Pentecostal Unida Hispana De Salisbury Inc	MD	\$215,151	President	\$20,000	\$20,492	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fathers Touch Ministries Inc	CA	\$214,121	President	\$90,000	\$82,726	2024
Sankata Moachana Hanuman Temple Inc	CA	\$214,119	Trustee/priest	\$50,666	\$46,571	2024
Alpha Omega Ministries	MT	\$215,159	Executive Di	\$38,941	\$44,683	2024
Living Church	VA	\$214,069	President	\$80,200	\$84,865	2023
Hope Is On The Rise	TX	\$215,222	Pastor	\$30,983	\$38,190	2021
Sargent Foundation For Episcopal	WY	\$213,970	Pres., Treas. - Director	\$35,427	\$41,574	2023
Pace E Bene Inc	OR	\$213,913	Executive Director	\$14,731	\$14,562	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	1716 organizations. Compensation range \$59–\$503,793; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$214,639); for reference, expenses \$304,248 and assets \$221,496. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Art Ramos, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	61 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	43 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	42 nd
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	40 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 (Art Ramos) 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 1716 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,882 is reasonable (approximately the 42nd 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.