

# Missionary Families Of Christ

Executive Director / CEO

EIN 261108450

NJ · NTEE X21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Edgardo Yamba, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **325** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 5<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Edgardo Yamba — 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 (X21).

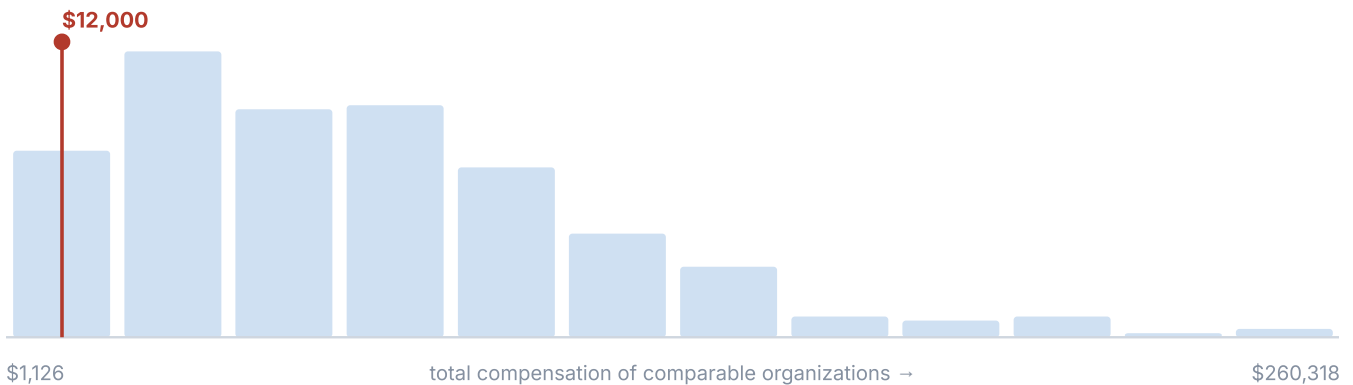
**BUDGET** Total revenue between \$166,496 and \$372,753 — 0.67x to 1.50x the subject's \$248,502 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

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

→ **325** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,654

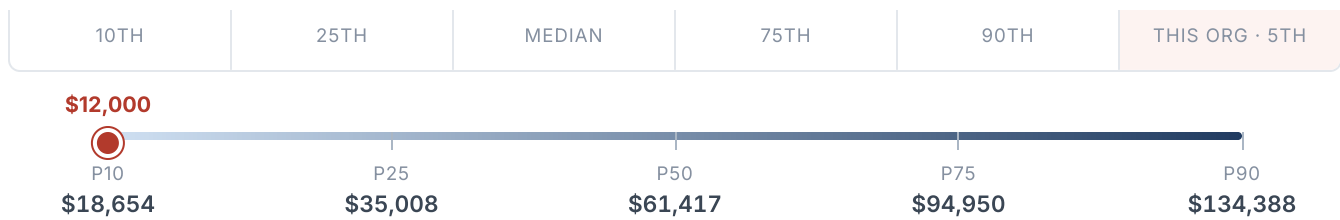
\$35,008

\$61,417

\$94,950

\$134,388

**\$12,000**



## ● 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 NJ 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="#">First Emmanuel Assembly Of God</a>	CT	\$248,053	Senior Pastor	\$69,984	<b>\$75,664</b>	2023
<a href="#">Mision De Candelilla</a>	TX	\$248,988	Executive Dir.	\$24,760	<b>\$27,740</b>	2024
<a href="#">Planting The Gospel Inc</a>	GA	\$247,698	Board Member	\$143,683	<b>\$161,811</b>	2024
<a href="#">Essential2life Inc</a>	GA	\$249,619	Executive Director	\$110,250	<b>\$120,959</b>	2025
<a href="#">Sigi &amp; David Oblander Ministries Inc</a>	GA	\$249,808	Vp Intl Ministries And Treasurer	\$78,000	<b>\$90,435</b>	2023
<a href="#">Celestial Church Of Christ Providence Parish</a>	RI	\$247,173	Pastor	\$16,200	<b>\$17,398</b>	2024
<a href="#">Akouo Missions Inc</a>	OK	\$250,459	President	\$58,140	<b>\$73,821</b>	2023
<a href="#">Addicts For Christ Inc</a>	AL	\$246,042	Director	\$16,900	<b>\$20,449</b>	2024
<a href="#">Global Nomads Usa</a>	VA	\$251,794	President	\$59,894	<b>\$66,684</b>	2023
<a href="#">Women At The Well Grace House</a>	OR	\$251,897	Executive Director	\$48,481	<b>\$50,426</b>	2024
<a href="#">The Lighthouse Women's Center Inc</a>	AL	\$245,022	Director	\$42,624	<b>\$53,098</b>	2023
<a href="#">World Carp Inc</a>	NJ	\$244,716	President/tr	\$140,000	<b>\$140,000</b>	2024
<a href="#">Drive-in Ministries Inc</a>	AL	\$252,386	President	\$27,800	<b>\$33,638</b>	2024
<a href="#">Extraordinary Lutheran Ministries</a>	IL	\$244,093	Program Dire	\$110,546	<b>\$125,319</b>	2023
<a href="#">Drawing Near To God Inc</a>	SC	\$243,541	Executive Director	\$90,000	<b>\$102,450</b>	2025
<a href="#">International Training Partners Inc</a>	CO	\$254,246	President Trainer	\$86,921	<b>\$96,107</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Family Rescue Center</a>	CA	\$242,140	Executive Director	\$2,000	<b>\$1,934</b>	2024
<a href="#">Great Among The Nations Inc</a>	CA	\$254,918	President	\$47,387	<b>\$45,830</b>	2024
<a href="#">First Baptist Church</a>	KS	\$242,047	Pastor	\$28,782	<b>\$34,826</b>	2024
<a href="#">Eden House Of Thailand</a>	WA	\$241,621	Executive Manager	\$37,010	<b>\$37,112</b>	2024
<a href="#">St Michael Orthodox Church</a>	NJ	\$241,620	Archpriest	\$16,250	<b>\$16,250</b>	2024
<a href="#">The Vine Ministry Inc</a>	PA	\$241,591	Executive Director	\$37,080	<b>\$41,416</b>	2024
<a href="#">New Jerusalem Missions</a>	KS	\$241,346	President/exec Dir	\$14,621	<b>\$18,214</b>	2023
<a href="#">Pure Encouragement Inc</a>	FL	\$255,905	Executive Di	\$112,900	<b>\$118,790</b>	2024
<a href="#">Danny Hubbell Evangelistic Min</a>	TX	\$240,985	President	\$90,000	<b>\$100,833</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	325 organizations. Compensation range \$1,126–\$260,318; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$248,502); for reference, expenses \$251,869 and assets \$27,972.
ROLE MATCH	Edgardo Yamba, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 11 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	5 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	5 <sup>th</sup>
Reportable pay only (column D), adjusted	9 <sup>th</sup>
All sources (D + E + F), adjusted	5 <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 (Edgardo Yamba) 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 325 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 5<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.