

Blaze Ministries International

Executive Director / CEO

EIN 263339366

NC · NTEE X12

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rafael J Lemes, Executive Director / CEO** (\$93,000) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Rafael J Lemes — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

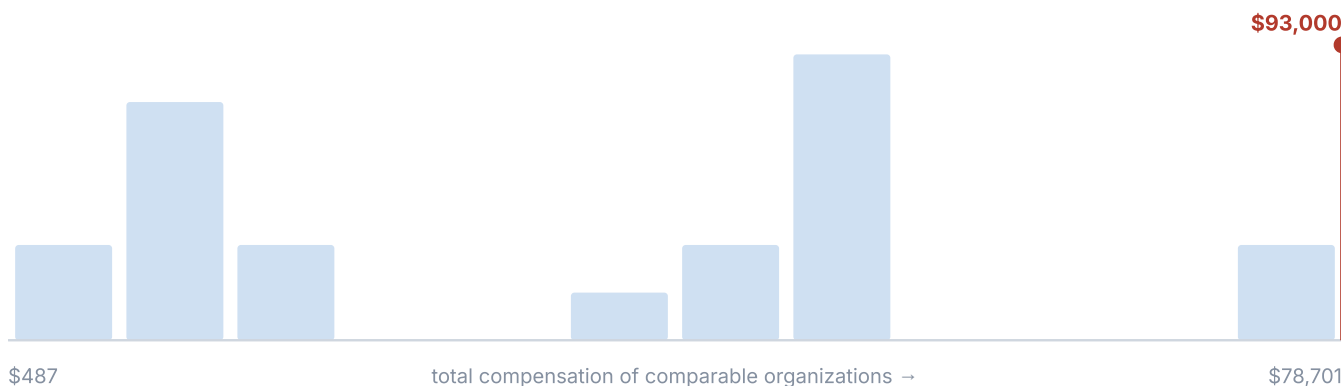
SECTOR Organizations sharing the subject's NTEE classification (X12).

BUDGET Total revenue between \$152,361 and \$341,107 — 0.67x to 1.50x the subject's \$227,405 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X12), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,446	\$11,376	\$38,029	\$48,604	\$53,181	\$93,000
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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 NC 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
Revival Of Faith Ministries Inc	MO	\$228,789	President	\$48,750	\$48,537	2024
Gospel Network Support Inc	VA	\$222,782	Treasurer	\$4,628	\$4,325	2023
Strategic Global Mission	MI	\$235,742	President	\$74,883	\$74,804	2023
Meet The Need Ministries Inc	FL	\$237,583	President	\$55,000	\$48,570	2024
Heart Of Hope Ministries Int'l	WA	\$241,469	President	\$41,868	\$35,237	2024
Beth Ahron V'israel - Bavi Chesed Fund Inc	NY	\$210,406	Executive Director	\$12,000	\$10,494	2023
Shining Light Abroad Ministries	AL	\$245,239	Chairman	\$50,000	\$50,778	2024
Fundacion De Las Hermanas De La Presentacion De Maria Santisima Al Templo C	FL	\$208,746	Employee	\$13,215	\$11,670	2024
Eagle Ledge Foundation Inc	CA	\$247,502	Ceo	\$60,000	\$48,704	2024
Mercy Holistic Ministry	CA	\$254,459	Secretary	\$96,955	\$78,701	2024
Homepointe Inc	TX	\$196,870	President And Director	\$50,400	\$48,793	2023
Huukuiko Inc	CA	\$195,207	President	\$600	\$487	2024
Care And Share Of Mountain Lake	MN	\$189,457	Executive Director	\$16,012	\$14,873	2024
Ambaricho International Prayer And Missions Movement Usa Inc	IN	\$266,633	Board Member	\$12,000	\$11,896	2024
Crosslink Memphis Inc	TN	\$269,744	Executive Director	\$41,609	\$42,329	2023
Dr Willard E And Ella N Romberg	MN	\$277,621	Assistant Secretary	\$20,476	\$19,020	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Laurel Area Interfaith Volunteer	PA	\$169,373	Executive Di	\$48,000	\$46,326	2023
Missionary Sisters Of The Holy Martyrs	CA	\$162,070	Cfo	\$9,600	\$7,793	2024
Richard Wurmbrand Foundation Inc	CA	\$159,177	Chief Executive Officer	\$50,288	\$40,820	2024
King Of Kings International Ministry Inc	OK	\$311,758	Director/president	\$9,500	\$10,124	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	20 organizations. Compensation range \$487–\$78,701; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$227,405); for reference, expenses \$200,527 and assets \$266,912.
ROLE MATCH	Rafael J Lemes, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	1 peer 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	100th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	100 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 (Rafael J Lemes) 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 20 similarly situated organizations (Same NTEE sector (X12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,000 is reasonable (approximately the 100th 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.