

Ministerio Internacional Jesus Es El Senor Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Obdulio Felix, Executive Director / CEO** (\$124,000) against **every comparable organization** that fit the selection criteria — **823** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Obdulio Felix — 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 \$139,451 and \$312,205 — 0.67x to 1.50x the subject's \$208,137 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

823 organizations qualified on sector, size, and geography → **823** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,434	\$23,630	\$44,583	\$74,433	\$102,888	\$124,000
----------	----------	----------	----------	-----------	------------------



● 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 NE 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
Encouragement Incorporated	CO	\$208,127	President	\$38,858	\$33,649	2024
The Collaborative Inc	FL	\$208,060	President	\$37,500	\$31,814	2024
Mark Drake Ministries Inc	MO	\$208,249	President	\$29,000	\$27,738	2024
Reach 25 Incorporated Inc	WI	\$207,926	President	\$57,348	\$55,685	2023
Don Whitt Evangelistic Association Inc	TN	\$207,856	President	\$10,500	\$9,967	2024
Reach Asia Ministries Inc	TX	\$208,646	President/ceo	\$45,500	\$41,103	2024
Refreshed Soul	WA	\$207,563	President	\$77,000	\$64,096	2023
Centro De Vida International Church Movement	CA	\$207,485	Secretary	\$21,000	\$16,376	2024
Philadelphia Coummunity Outreach	IL	\$207,406	President	\$47,500	\$42,172	2024
Trexo Dmm Inc	TX	\$208,903	Director	\$149,605	\$139,139	2023
Frazor Evangelistic Association	SC	\$207,276	President	\$36,400	\$36,754	2022
Mountain Meadow Ranch Bible Camp	AZ	\$207,263	Camp Director/manager	\$62,830	\$56,180	2023
Light For Life International Inc	GA	\$207,142	Executive Di	\$30,000	\$28,046	2023
Kevin Cooley Ministries Inc	AL	\$209,145	President	\$37,166	\$37,331	2023
Kingdom Of Grace Ministries	CA	\$206,961	Ceo & Senior Pastor	\$56,950	\$45,722	2023
Oyate Concern Inc	SD	\$209,360	Former Field Director	\$44,362	\$44,214	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Return Ministries Usa	MO	\$209,391	International Director	\$19,997	\$19,692	2023
Merea Ministry Inc	MS	\$206,858	Executive Director	\$12,971	\$13,432	2023
Gap At Sawmill Meadow	TX	\$206,782	Vice President	\$3,000	\$2,710	2024
Biblical Leadership For Excellence Inc	TX	\$209,687	Executive Director	\$82,000	\$74,075	2024
Arch Ministries	OH	\$209,863	President	\$31,200	\$29,843	2024
Lifecycles Inc	PA	\$206,324	Executive Di	\$48,510	\$44,977	2023
Rethink 315	MO	\$209,964	Executive Director	\$109,012	\$107,350	2023
Share Redemption Ministries	MT	\$209,989	Executive Di	\$57,100	\$54,152	2025
Be The Edge Fort Wayne Inc	IN	\$210,034	Chief Minist	\$144,881	\$137,977	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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	823 organizations. Compensation range \$50–\$427,404; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$208,137); for reference, expenses \$211,801 and assets \$590,821.
ROLE MATCH	Obdulio Felix, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 19 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	95 th
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	94 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 (Obdulio Felix) 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 823 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$124,000 is reasonable (approximately the 95th 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.