

Ministerio Internacional Evangelio

Executive Director / CEO

EIN 270397035

MA · NTEE X21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **German Galdamez, Executive Director / CEO** (\$32,600) against **every comparable organization** that fit the selection criteria — **170** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

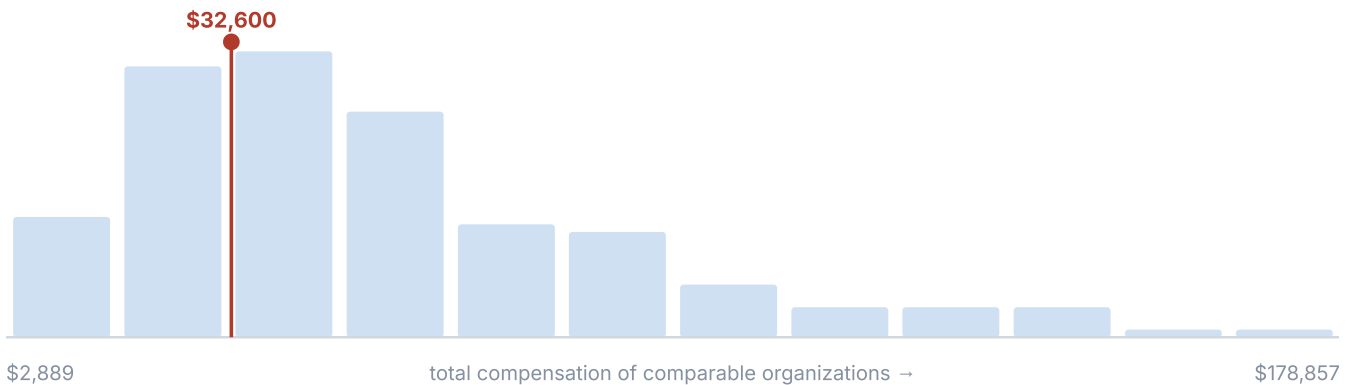
Benchmarked executive: German Galdamez — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$99,980 and \$223,836 — 0.67x to 1.50x the subject's \$149,224 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

170 organizations qualified on sector, size, and geography → **170** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,077	\$28,198	\$43,594	\$70,457	\$99,440	\$32,600
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ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Withhim Church	NV	\$143,842	Pastor	\$24,000	\$27,562	2023
Campus Christian Fellowship Asu	NC	\$143,336	Sr Campus Minister	\$62,560	\$71,934	2024
Joshua And Caleb Ministries Inc	PA	\$155,349	Chairman	\$44,791	\$51,175	2023
Jewish Center And Federation Of The	NY	\$155,588	Executive Director (Part Year)	\$18,795	\$19,458	2023
City Of Zion Church	MD	\$155,928	Pastor	\$65,275	\$69,917	2023
Saul To Paul Ministries	IN	\$155,939	Director	\$28,844	\$33,849	2024
Messianic Times Inc	NY	\$141,823	Co-executive Director	\$26,011	\$26,928	2023
Culturebound Inc	OR	\$157,370	Exectuive Director	\$55,200	\$55,575	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	170 organizations. Compensation range \$2,889–\$178,857; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$149,224); for reference, expenses \$163,899 and assets \$499,532.
ROLE MATCH	German Galdamez, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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	31 st
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	30 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 (German Galdamez) 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 170 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,600 is reasonable (approximately the 31st 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.