

In The Streets-hands Uphighministry

Executive Director / CEO

EIN 272515162

TX · NTEE X20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Roland A Nava, Executive Director / CEO** (\$22,333) against **every comparable organization** that fit the selection criteria — **137** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Roland A Nava — reported title “OFFICER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

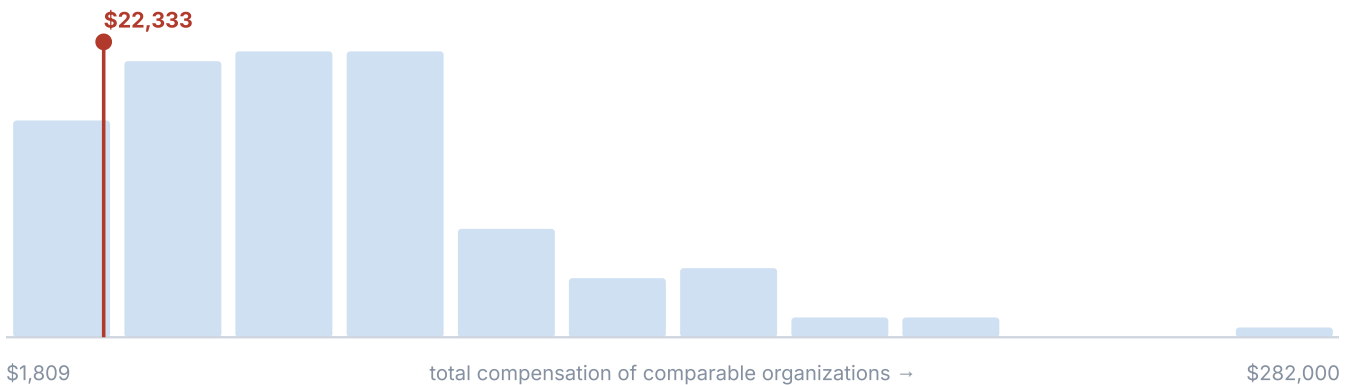
SECTOR Organizations sharing the subject's NTEE classification (X20).

BUDGET Total revenue between \$205,194 and \$459,390 — 0.67x to 1.50x the subject's \$306,260 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

137 organizations qualified on sector, size, and geography → **137** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,557	\$36,540	\$61,764	\$87,525	\$129,071	\$22,333
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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 TX 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
Young Living Stones	TX	\$305,712	Executive Director	\$13,750	\$14,156	2023
Her Well Center Inc	TX	\$306,991	Executive Director	\$77,261	\$77,261	2024
Midland Soup Kitchen Ministry	TX	\$308,741	President	\$95,160	\$97,971	2023
Overcoming Obstacles Ministries	TX	\$303,267	President	\$74,500	\$76,701	2023
Talented Foundation	TX	\$309,476	Director	\$180,007	\$185,324	2023
We Love Our City	TX	\$302,276	Director	\$75,100	\$77,318	2023
Sure Foundation Ministries	TX	\$301,270	President, Dir.	\$91,058	\$91,058	2024
Practice Ministries Inc	TX	\$311,370	Co-founder	\$91,616	\$94,322	2023
The Replenish Group Corporation	TX	\$301,015	Director, President	\$69,646	\$69,646	2024
James F Myers Ministries Inc	TX	\$311,732	President	\$65,000	\$65,000	2024
The Isaiah 43 19 Project	TX	\$299,573	Director	\$142,000	\$146,194	2023
Main Street Crossing	TX	\$315,132	Secretary	\$8,960	\$8,960	2024
Moms In The Making	TX	\$315,177	President	\$63,000	\$64,861	2023
Ascending Leaders	TX	\$295,779	Exec Dir & President	\$84,887	\$84,887	2024
Build International Ministries	TX	\$295,757	Prayer/spiritual Leader	\$135,391	\$139,390	2023
Venture Ministries Incorporated	TX	\$294,236	Executive Dir.	\$40,912	\$42,120	2023
Christian Thinkers Society Inc	TX	\$293,485	President	\$53,000	\$54,565	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Grace Assembly Christian Church Of Gatesville Inc	TX	\$320,129	Senior Pastor	\$1,809	\$1,809	2024
Olney Christian Community Center Inc	TX	\$292,060	Director	\$56,350	\$56,350	2024
Mosaic Center For Spiritual Formation	TX	\$320,551	Executive Dir.	\$30,600	\$30,600	2024
Global Leadership Outreach Development	TX	\$320,610	President	\$282,000	\$282,000	2024
Ghb3	TX	\$320,827	Vice President	\$7,667	\$7,667	2024
Teresia Wairimu Evangelistic Ministry	TX	\$323,950	Revceo	\$38,763	\$38,763	2024
Kingdom Focus Coaching	TX	\$287,098	President & Founder	\$110,846	\$110,846	2024
Create Hope	TX	\$325,990	President	\$34,200	\$34,200	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 137 organizations. Compensation range \$1,809–\$282,000; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$306,260); for reference, expenses \$296,729 and assets \$694,030.

ROLE MATCH Roland A Nava, reported title *"OFFICER"*, 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	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	12 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 (Roland A Nava) 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 10, 2026, comparing compensation against 137 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,333 is reasonable (approximately the 14th 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 10, 2026.