

Iglesia De Cristo Casa De Jubilo

Executive Director / CEO

EIN 274438354

RI · NTEE X21

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Ervin Galindo, Executive Director / CEO** (\$11,000) against **every comparable organization** that fit the selection criteria — **256** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

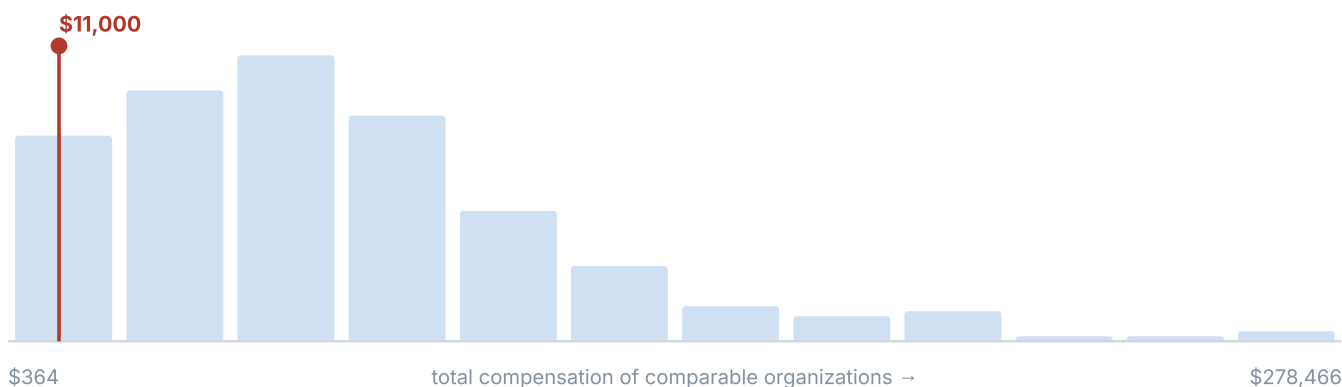
Benchmarked executive: Ervin Galindo — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$324,359 and \$726,178 — 0.67x to 1.50x the subject's \$484,119 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

256 organizations qualified on sector, size, and geography → **256** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,081	\$32,785	\$59,987	\$90,843	\$132,031	\$11,000
----------	----------	----------	----------	-----------	-----------------



■ 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 RI 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
Fischer Family Ministries Inc	TN	\$484,916	President	\$123,000	\$130,966	2024
Spanish World Ministries Inc	IN	\$481,602	Executive Director	\$22,340	\$24,569	2023
Pete Norris Ministries Inc	NC	\$481,136	President	\$49,566	\$51,879	2024
Jacksonville Kachin Baptist Church	FL	\$487,162	Senior Pastor	\$37,200	\$35,400	2024
Comfort House Services Inc	TX	\$480,833	Executive Director	\$79,146	\$80,197	2024
Mapping Center For Evangelism & Church	FL	\$480,617	President	\$97,400	\$95,424	2023
New Alliance Missionary Church Inc	GA	\$479,882	Pastor	\$53,541	\$56,143	2023
African Christians Fellowship Int'l	SC	\$488,837	Executive Director	\$60,000	\$63,407	2024
In His Steps International Inc	CO	\$489,302	President	\$63,000	\$63,000	2023
Brazilian Church Agape Ministry	MA	\$477,969	President	\$88,058	\$80,157	2024
Casa De Avivamiento Corp	NC	\$476,205	President	\$60,000	\$67,305	2022
World Christian Restaurant Ministriesinc	CA	\$492,194	President And Ceo	\$50,702	\$44,349	2024
Churchasia Inc	LA	\$475,651	Pres.	\$109,131	\$125,321	2023
Hands That Touch Inc	NC	\$475,442	President	\$79,473	\$83,181	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
David Stockwell Evangelistic	TX	\$475,365	President	\$8,400	\$8,512	2024
Robert J Morgan Ministries	TN	\$493,608	President/trustee	\$140,557	\$149,660	2024
Martin Luther Foundation	DE	\$493,625	Executive Director	\$5,511	\$5,325	2025
Reconcilingworks Lutherans For	MN	\$493,675	Executive Di	\$112,666	\$112,770	2024
Proclaiming The Gospel	TX	\$473,918	Vice President, Executive Assistant	\$22,130	\$22,424	2024
Barry Wood Evangelistic Association Inc	TX	\$469,291	President	\$68,686	\$71,654	2023
Jay Lowder Harvest Ministries Inc	TX	\$469,040	President	\$188,347	\$190,848	2024
Hands And Feet Ministries Inc	GA	\$499,523	Board Member	\$43,238	\$44,039	2024
Lake Mead Christian Ministries	NV	\$499,600	Secretary	\$7,661	\$8,009	2023
New Salem Missionary Baptist Church	MN	\$468,081	Pastor	\$100,450	\$103,513	2023
Hope's Cry International	LA	\$467,790	President	\$63,816	\$71,181	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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	256 organizations. Compensation range \$364–\$278,466; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$484,119); for reference, expenses \$376,957 and assets \$1,750,436.
ROLE MATCH	Ervin Galindo, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	6 th
All sources (D + E + F), adjusted	4 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 (Ervin Galindo) 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 256 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,000 is reasonable (approximately the 5th 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.