

# Mision De Candelilla

Executive Director / CEO

This analysis benchmarks the total compensation of **Kelly Eugene Graham, Executive Director / CEO** (\$24,760) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

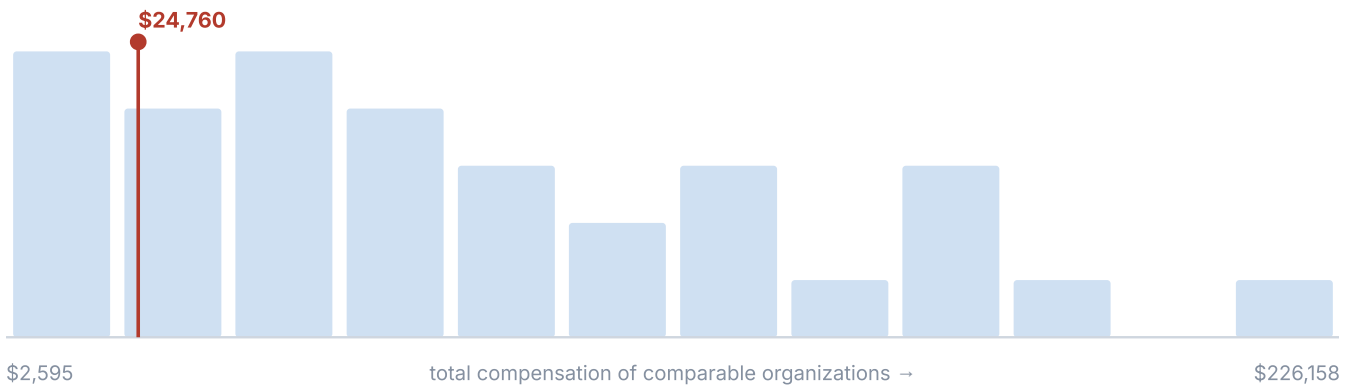
**Benchmarked executive:** Kelly Eugene Graham — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$166,821 and \$373,482 — 0.67x to 1.50x the subject's \$248,988 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21) + TX + budget 0.67–1.5x revenue.

**32** organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,883	\$38,193	\$74,458	\$121,034	\$159,771	\$24,760
----------	----------	----------	-----------	-----------	----------



## ● 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
<a href="#">Mission Alive</a>	TX	\$256,076	Executive Director	\$106,795	<b>\$106,795</b>	2024
<a href="#">Danny Hubbell Evangelistic Min</a>	TX	\$240,985	President	\$90,000	<b>\$90,000</b>	2024
<a href="#">Bridge Ministries Of Laredo Inc</a>	TX	\$240,478	President	\$34,800	<b>\$35,828</b>	2023
<a href="#">Remnant Ministries</a>	TX	\$237,681	President	\$151,647	<b>\$151,647</b>	2024
<a href="#">Jwb Ministries Inc</a>	TX	\$230,621	President	\$42,789	<b>\$44,053</b>	2023
<a href="#">Grace Line Inc</a>	TX	\$227,973	President	\$108,944	<b>\$108,944</b>	2024
<a href="#">New Glory International</a>	TX	\$272,043	President	\$124,134	<b>\$124,134</b>	2024
<a href="#">The Spirit Of Elijah Ministries International</a>	TX	\$222,082	Executive Director	\$133,883	<b>\$133,883</b>	2024
<a href="#">Love Worth Sharing Evangelistic Ministries Inc</a>	TX	\$278,439	President	\$11,490	<b>\$11,490</b>	2024
<a href="#">Legacy Ministries Of El Paso Inc</a>	TX	\$218,882	Director	\$69,745	<b>\$74,749</b>	2022
<a href="#">Igniting Prayer Action</a>	TX	\$282,020	President	\$120,000	<b>\$120,000</b>	2024
<a href="#">New Life International Christian</a>	TX	\$215,901	President	\$73,872	<b>\$76,054</b>	2023
<a href="#">Masters Arrow Ministries Inc</a>	TX	\$215,526	President/ex	\$2,521	<b>\$2,595</b>	2023
<a href="#">Mosaic Vision Ministries Inc</a>	TX	\$215,498	President	\$5,000	<b>\$5,000</b>	2024
<a href="#">Hope Is On The Rise</a>	TX	\$215,222	Pastor	\$30,983	<b>\$35,865</b>	2021
<a href="#">James Rackley Ministries Inc</a>	TX	\$214,234	President	\$52,500	<b>\$54,051</b>	2023
<a href="#">International Association Of Baptist Colleges And Universities</a>	TX	\$206,826	Executive Secretary	\$48,750	<b>\$48,750</b>	2024
<a href="#">Iconnect International</a>	TX	\$204,266	Ceo	\$42,000	<b>\$43,241</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Grateful Fellowship Community</a>	TX	\$195,344	Office Manager	\$78,000	<b>\$80,304</b>	2023
<a href="#">St Paul Missionary Baptist Church</a>	TX	\$194,151	Clerk	\$15,424	<b>\$15,424</b>	2024
<a href="#">Wesley Putnam Ministries</a>	TX	\$192,585	Pres/exec.di	\$160,674	<b>\$160,674</b>	2024
<a href="#">Laymans Retreat At Round Top</a>	TX	\$306,714	Foreman	\$40,000	<b>\$38,969</b>	2025
<a href="#">Logos Leaders Outreach</a>	TX	\$307,823	Executive Director	\$219,670	<b>\$226,158</b>	2023
<a href="#">Cowboy-up International Inc</a>	TX	\$309,598	President/ce	\$32,800	<b>\$32,800</b>	2024
<a href="#">Vietnamese Christian Restoration</a>	TX	\$312,230	Vice President	\$3,000	<b>\$3,089</b>	2023

**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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 32 organizations. Compensation range \$2,595–\$226,158; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$248,988); for reference, expenses \$190,225 and assets \$368,037.

**ROLE MATCH** Kelly Eugene Graham, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>16<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>16<sup>th</sup></b>

---

Reportable pay only (column D), adjusted

22<sup>nd</sup>

---

All sources (D + E + F), adjusted

16<sup>th</sup>

---

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 (Kelly Eugene Graham) 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 32 similarly situated organizations (Same NTEE sector (X21) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,760 is reasonable (approximately the 16<sup>th</sup> 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.