

Brazilian Church Agape Ministry

Executive Director / CEO

EIN 384091372
 MA · NTEE X21
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Marcos Ribeiro, Executive Director / CEO** (\$88,058) against **every comparable organization** that fit the selection criteria — **261** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

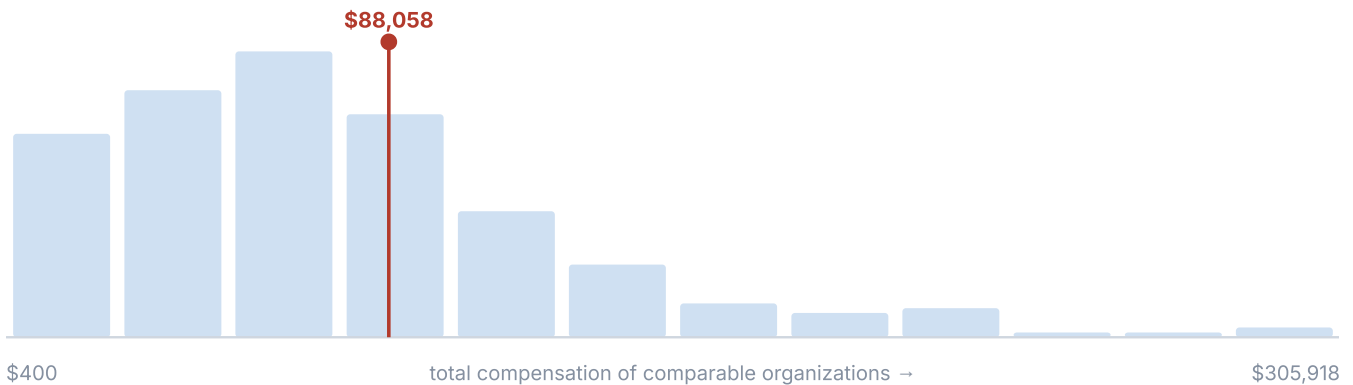
Benchmarked executive: Marcos Ribeiro — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$320,239 and \$716,953 — 0.67x to 1.50x the subject's \$477,969 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

261 organizations qualified on sector, size, and geography → **261** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,587	\$36,067	\$65,865	\$99,325	\$143,141	\$88,058
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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 MA 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
Casa De Avivamiento Corp	NC	\$476,205	President	\$60,000	\$73,940	2022
New Alliance Missionary Church Inc	GA	\$479,882	Pastor	\$53,541	\$61,677	2023
Churchasia Inc	LA	\$475,651	Pres.	\$109,131	\$137,675	2023
Hands That Touch Inc	NC	\$475,442	President	\$79,473	\$91,381	2024
David Stockwell Evangelistic	TX	\$475,365	President	\$8,400	\$9,351	2024
Mapping Center For Evangelism & Church	FL	\$480,617	President	\$97,400	\$104,831	2023
Comfort House Services Inc	TX	\$480,833	Executive Director	\$79,146	\$88,103	2024
Pete Norris Ministries Inc	NC	\$481,136	President	\$49,566	\$56,993	2024
Spanish World Ministries Inc	IN	\$481,602	Executive Director	\$22,340	\$26,991	2023
Proclaiming The Gospel	TX	\$473,918	Vice President, Executive Assistant	\$22,130	\$24,634	2024
Iglesia De Cristo Casa De Jubilo	RI	\$484,119	President	\$11,000	\$12,084	2023
Fischer Family Ministries Inc	TN	\$484,916	President	\$123,000	\$143,877	2024
Barry Wood Evangelistic Association Inc	TX	\$469,291	President	\$68,686	\$78,718	2023
Jay Lowder Harvest Ministries Inc	TX	\$469,040	President	\$188,347	\$209,662	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jacksonville Kachin Baptist Church	FL	\$487,162	Senior Pastor	\$37,200	\$38,889	2024
New Salem Missionary Baptist Church	MN	\$468,081	Pastor	\$100,450	\$113,717	2023
Hope's Cry International	LA	\$467,790	President	\$63,816	\$78,198	2024
Snowboarders & Skiers For Christ	CO	\$467,178	President	\$56,400	\$60,182	2024
African Christians Fellowship Int'l	SC	\$488,837	Executive Director	\$60,000	\$69,657	2024
Dmu - Unveil	MN	\$466,938	President	\$150,000	\$164,939	2024
In His Steps International Inc	CO	\$489,302	President	\$63,000	\$69,211	2023
Bear Lake Camp Inc	IN	\$466,188	Executive Director	\$45,456	\$53,344	2024
Inspire International	VA	\$466,056	President And Executive Director	\$59,455	\$63,883	2024
World Christian Restaurant Ministriesinc	CA	\$492,194	President And Ceo	\$50,702	\$48,721	2024
Robert J Morgan Ministries	TN	\$493,608	President/trustee	\$140,557	\$164,414	2024

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 **261** organizations. Compensation range \$400–\$305,918; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$477,969); for reference, expenses \$353,909 and assets \$0.
ROLE MATCH	Marcos Ribeiro, 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	66 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	65 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 (Marcos Ribeiro) 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 261 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,058 is reasonable (approximately the 66th 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.