

# Ondas De Vida Network

Executive Director / CEO

EIN 453970208

CA · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Hector Manzo, Executive Director / CEO** (\$26,400) against **every comparable organization** that fit the selection criteria — **99** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Hector Manzo — 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 (X20).

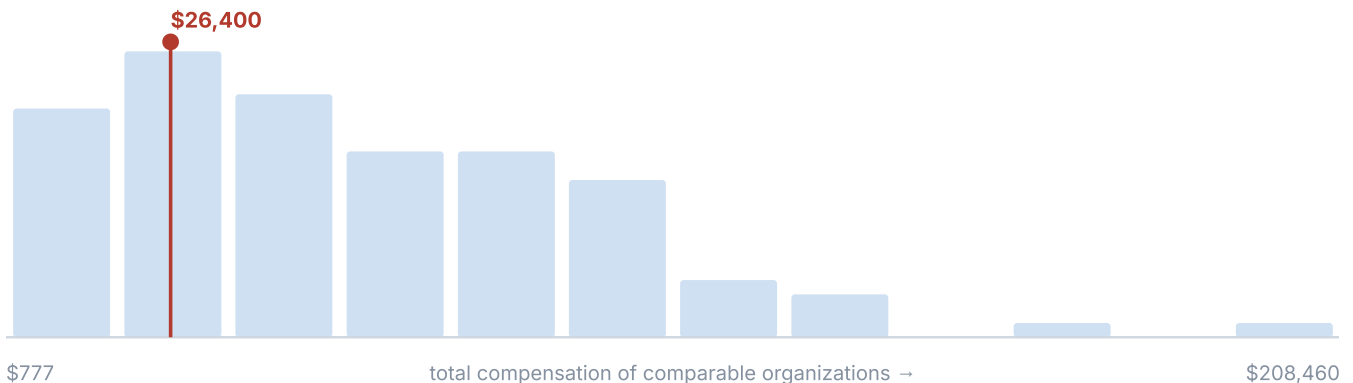
**BUDGET** Total revenue between \$235,933 and \$528,208 — 0.67x to 1.50x the subject's \$352,139 (the band tightens as size grows).

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

**99** organizations qualified on sector, size, and geography

→ **99** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,488	\$28,103	\$50,508	\$80,239	\$100,855	\$26,400
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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 CA 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="#">In Yahshua's Name Inc</a>	CA	\$352,256	President	\$52,500	<b>\$52,500</b>	2023
<a href="#">Kesed Seminars</a>	CA	\$351,314	Executive Director	\$96,000	<b>\$96,000</b>	2023
<a href="#">Oak Health Foundation</a>	CA	\$354,804	Ceo	\$19,353	<b>\$19,353</b>	2023
<a href="#">Faithquest Missions</a>	CA	\$355,360	President	\$96,000	<b>\$96,000</b>	2023
<a href="#">Youth Foundation &amp; Center Of Iv Inc</a>	CA	\$347,566	Ceo/director	\$94,598	<b>\$89,516</b>	2025
<a href="#">Evangelicals For Social Action - Fresno</a>	CA	\$357,472	Exec Director	\$75,124	<b>\$72,969</b>	2024
<a href="#">Ann Ree Colton Foundation Of Niscience</a>	CA	\$357,776	Director	\$43,039	<b>\$41,804</b>	2024
<a href="#">Illustra Media</a>	CA	\$357,902	President	\$800	<b>\$777</b>	2024
<a href="#">Kenani Vou Methodist Church Usa</a>	CA	\$345,441	Ceo	\$31,231	<b>\$30,335</b>	2024
<a href="#">Miracle Minded Ministries 3</a>	CA	\$345,060	President	\$124,117	<b>\$120,556</b>	2024
<a href="#">Vietnam Ministries Inc</a>	CA	\$359,315	President	\$62,022	<b>\$60,243</b>	2024
<a href="#">Love Defined</a>	CA	\$363,204	President/direc	\$50,400	<b>\$48,954</b>	2024
<a href="#">Joyful Noise Xpress Inc</a>	CA	\$340,059	President	\$55,272	<b>\$53,686</b>	2024
<a href="#">Appleseed Ministry Group Inc</a>	CA	\$364,380	Executive Director	\$57,600	<b>\$55,947</b>	2024
<a href="#">Center For Biblical Unity</a>	CA	\$364,864	Founder & President	\$95,741	<b>\$95,741</b>	2023
<a href="#">Willow Christian Academy</a>	CA	\$369,642	Program Dire	\$30,600	<b>\$29,722</b>	2024
<a href="#">A Committment To Our Roots Inc</a>	CA	\$369,823	President	\$83,500	<b>\$83,500</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Japanese Christian Fellowship</a>	CA	\$370,133	Internationa	\$37,404	<b>\$37,404</b>	2023
<a href="#">Christian Science Committee On</a>	CA	\$370,153	Secretary	\$49,170	<b>\$47,759</b>	2024
<a href="#">Jesus Is The Answer Inc</a>	CA	\$371,517	President	\$36,000	<b>\$34,967</b>	2024
<a href="#">Frank Hechavarria Ministries Inc</a>	CA	\$330,957	President	\$214,617	<b>\$208,460</b>	2024
<a href="#">Miqlat Inc</a>	CA	\$373,363	Treasurer	\$69,700	<b>\$69,700</b>	2023
<a href="#">International University And Theological</a>	CA	\$375,379	Ceo	\$30,000	<b>\$28,388</b>	2025
<a href="#">Korea Christian Gospel Mission Inc</a>	CA	\$327,843	Director Eme	\$21,672	<b>\$21,050</b>	2024
<a href="#">House Of Prayer Ignited</a>	CA	\$327,253	President	\$40,000	<b>\$38,852</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	99 organizations. Compensation range \$777–\$208,460; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$352,139); for reference, expenses \$348,751 and assets \$206,017.
ROLE MATCH	Hector Manzo, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 2 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	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	22 <sup>nd</sup>
Reportable pay only (column D), adjusted	26 <sup>th</sup>
All sources (D + E + F), adjusted	22 <sup>nd</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 (Hector Manzo) 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 99 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,400 is reasonable (approximately the 23<sup>rd</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.