

Ahava Ministries Inc

Executive Director / CEO

EIN 454310941
 OK · NTEE X20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Andrea Mendez, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **493** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Andrea Mendez — reported title “FOUNDERMISSIONARY”, 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 \$104,788 and \$234,601 — 0.67x to 1.50x the subject's \$156,401 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

493 organizations qualified on sector, size, and geography → **493** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,852	\$21,395	\$38,178	\$67,048	\$95,154	\$12,000
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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 OK 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
Iglesia Elim Dover Nonprofit I	NJ	\$156,376	President	\$15,200	\$12,689	2023
Three Five Ministries Inc	VA	\$156,450	President & Pastor	\$82,320	\$74,316	2023
American Friends Of The Episcopal Church Of The Sudans	VA	\$156,475	Executive Director	\$29,066	\$26,240	2023
Goodlife Deliverance Ministries	NY	\$156,261	Pastor	\$24,000	\$19,695	2024
Tommy Brandt Ministries Inc	FL	\$156,047	P	\$11,750	\$10,024	2024
Mom2mom Atlanta South Inc	GA	\$157,092	Executive Di	\$2,830	\$2,518	2025
The Rephidim Project	ME	\$155,604	President	\$46,630	\$42,404	2024
Tcmg Holdings	CO	\$157,205	Creative Dir.	\$36,000	\$31,349	2024
Tim And Gaye Goad Ministries Inc	FL	\$155,538	President	\$97,752	\$83,396	2024
Marian Movement Of Priests	ME	\$157,269	President & Treasurer	\$34,957	\$31,789	2024
Renewal	CA	\$155,404	Ceo	\$5,821	\$4,565	2024
Catalytic Foundation	SC	\$157,432	President/ceo	\$122,558	\$116,115	2024
Grace Counseling Ministries Inc	NJ	\$157,439	President	\$72,411	\$58,713	2024
Iglesia Church Of Chirst	IL	\$155,313	Barrerra	\$44,040	\$39,320	2024
Edens Redemption Inc	OK	\$157,496	President	\$3,333	\$3,333	2024
Greater Hayward House Of Hope Incorporated	WI	\$157,547	Director	\$30,638	\$29,917	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Forrest Ministries Inc	FL	\$154,730	Director	\$30,000	\$25,594	2024
3ca Inc	OH	\$158,114	President	\$3,000	\$2,886	2024
Sybarite Chamber Players Ltd	NY	\$154,472	President/executive Direct	\$41,730	\$34,245	2024
Iglesia De Intercesion Encuentro Con Dios	CA	\$154,427	Chief Executive Officer	\$19,740	\$15,480	2024
Christian Unity Press	MI	\$154,227	Treasurer	\$68,000	\$63,741	2024
Champions Of Faith International Church Inc	FL	\$158,926	President	\$17,900	\$15,723	2023
Central Christian Fellowship	TN	\$159,283	President	\$31,449	\$30,021	2024
Faithworks Christians In Mission	AZ	\$159,973	President	\$34,090	\$30,653	2023
Activation International Ministries	MI	\$160,082	President	\$26,934	\$25,247	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	493 organizations. Compensation range \$1–\$429,806; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$156,401); for reference, expenses \$151,649 and assets \$90,615.
ROLE MATCH	Andrea Mendez, reported title " <i>FOUNDERMISSIONARY</i> ", 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	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	12 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	18 th
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 (Andrea Mendez) 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 493 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 12th 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.