

COMPENSATION COMPARABILITY DETERMINATION

# Iglesia Del Dios Vivo El Buen Pastor San Jose Ca

EIN 474019571

CA · NTEE X20

FY ending 2024-12-31

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Hugo Meixueiro, Executive Director / CEO** (\$27,560) against **every comparable organization** that fit the selection criteria — **64** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41<sup>st</sup>** percentile of comparable organizations

within the typical range

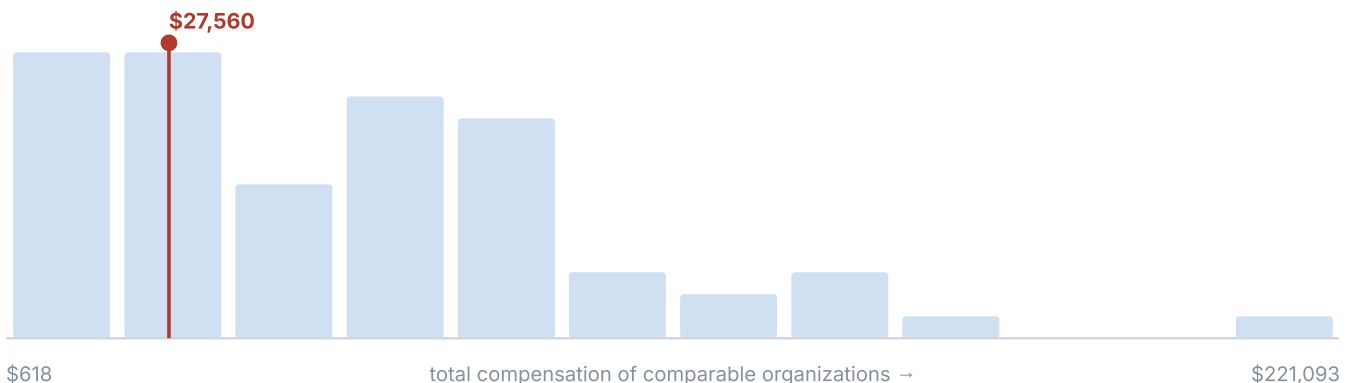
**Benchmarked executive:** Hugo Meixueiro — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$126,414 and \$283,017 — 0.67x to 1.50x the subject's \$188,678 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + CA + budget 0.67–1.5x revenue.

**64** organizations qualified on sector, size, and geography → **64** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$9,912</b> 10TH	<b>\$21,000</b> 25TH	<b>\$53,389</b> MEDIAN	<b>\$78,957</b> 75TH	<b>\$116,020</b> 90TH	<b>\$27,560</b> THIS ORG · 41ST
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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="#">Milal Mission In Northern California</a>	CA	\$188,203	Chairman	\$57,780	<b>\$59,487</b>	2023
<a href="#">Adullam Church</a>	CA	\$189,702	President	\$51,200	<b>\$51,200</b>	2024
<a href="#">Good Dirt Coalition</a>	CA	\$187,277	Ceo	\$26,500	<b>\$27,283</b>	2023
<a href="#">Unity Mission International</a>	CA	\$183,942	Ceo	\$48,000	<b>\$48,000</b>	2024
<a href="#">That Day</a>	CA	\$197,109	President	\$214,750	<b>\$221,093</b>	2023
<a href="#">Global Companions International Inc</a>	CA	\$198,443	Ceo	\$1,000	<b>\$1,000</b>	2024
<a href="#">Amp Ministries Inc</a>	CA	\$199,348	President	\$72,000	<b>\$72,000</b>	2024
<a href="#">Missionaries To Ministers</a>	CA	\$201,142	President/treasurer	\$145,919	<b>\$150,229</b>	2023
<a href="#">The Well Inc</a>	CA	\$201,261	Ceo & Exec D	\$3,750	<b>\$3,750</b>	2024
<a href="#">The Bonhoeffer Project</a>	CA	\$201,512	Board Member	\$55,300	<b>\$55,300</b>	2024
<a href="#">Bible Translation Fellowship</a>	CA	\$202,584	President And Board Member	\$123,743	<b>\$123,743</b>	2024
<a href="#">Iglesia De Cristo Armonia Llamada Final</a>	CA	\$174,288	Bahena	\$46,000	<b>\$46,000</b>	2024
<a href="#">Bay Area Christian Short Term</a>	CA	\$173,493	Ed Of Operation	\$54,994	<b>\$56,618</b>	2023
<a href="#">Kingdom Of Grace Ministries</a>	CA	\$206,961	Ceo & Senior Pastor	\$56,950	<b>\$58,632</b>	2023
<a href="#">Centro De Vida International Church Movement</a>	CA	\$207,485	Secretary	\$21,000	<b>\$21,000</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Glorious Silver Mission</a>	CA	\$167,187	Ceo	\$61,581	<b>\$61,581</b>	2024
<a href="#">Hart Ministries</a>	CA	\$212,140	Chairman	\$13,000	<b>\$13,000</b>	2024
<a href="#">Arborspring Retreat House</a>	CA	\$213,572	President & Chair	\$82,013	<b>\$82,013</b>	2024
<a href="#">Fathers Touch Ministries Inc</a>	CA	\$214,121	President	\$90,000	<b>\$90,000</b>	2024
<a href="#">Espada De Dos Filos Ministerios Ebenezer</a>	CA	\$214,423	Chief Executive Officer	\$72,000	<b>\$72,000</b>	2024
<a href="#">Solid Rock Apostolic And Prophetic</a>	CA	\$214,546	Ceo	\$78,000	<b>\$78,000</b>	2024
<a href="#">Shema Center For Christian Formation</a>	CA	\$215,497	Ceo	\$104,400	<b>\$104,400</b>	2024
<a href="#">Calvary Way Ministries Inc</a>	CA	\$218,215	President	\$142,761	<b>\$142,761</b>	2024
<a href="#">Renewal</a>	CA	\$155,404	Ceo	\$5,821	<b>\$5,821</b>	2024
<a href="#">Loving And Leading Others</a>	CA	\$222,844	Executive Director	\$45,000	<b>\$45,000</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 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 64 organizations. Compensation range \$618–\$221,093; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$188,678); for reference, expenses \$210,714 and assets \$1,520,983.

**ROLE MATCH** Hugo Meixueiro, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

**OUTLIERS** 1 peer 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	41 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	41 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	41 <sup>st</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 (Hugo Meixueiro) 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 64 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,560 is reasonable (approximately the 41<sup>st</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.