

Mission Housing Ministries Inc

Executive Director / CEO

EIN 510659863

FL · NTEE Q30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ovidio Garcia Salvador, Executive Director / CEO** (\$59,896) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

Benchmarked executive: Ovidio Garcia Salvador — reported title "DIRECTOR", 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 (Q30).

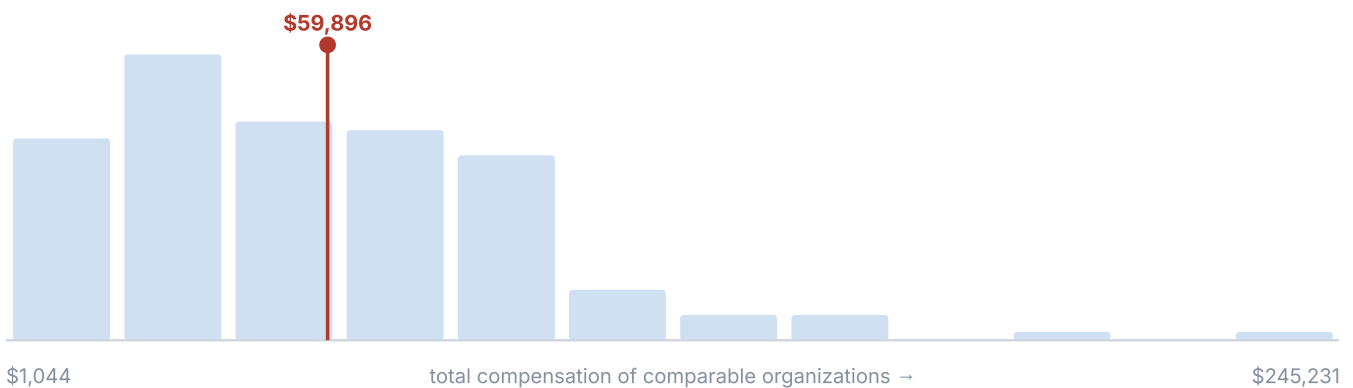
BUDGET Total revenue between \$232,447 and \$520,405 — 0.67x to 1.50x the subject's \$346,937 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

145 organizations qualified on sector, size, and geography

→ **145** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$14,130	\$31,555	\$54,555	\$81,557	\$99,203	\$59,896
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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 FL 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
Speak Up Africa Inc	NY	\$345,613	Ceo/executive Director	\$200,000	\$198,061	2023
Mexico Ministries Inc	TX	\$348,483	President	\$35,896	\$39,351	2023
Women In The Window International Inc	FL	\$349,140	Executive Director	\$79,217	\$81,557	2023
Wells 4 Wellness Inc	UT	\$342,979	Vice President	\$46,667	\$50,842	2024
International Accountability Project	NY	\$342,608	Executive Director	\$116,350	\$111,917	2024
World Wide Hispanic Outreach Inc	IN	\$351,602	Executive Director	\$24,000	\$26,941	2024
Heart To Heart International Ministries Inc	CA	\$341,867	President	\$30,000	\$27,575	2024
Latin American Missions Board Inc	WI	\$356,780	Missionary D	\$32,998	\$36,684	2024
Project Soar Marrakech	DC	\$357,057	Co-founder & Ceo	\$48,379	\$45,192	2024
Unite To Light Inc	CA	\$336,661	President	\$100,800	\$92,654	2024
Kairos International Inc	IN	\$334,218	Executive Director	\$69,000	\$79,744	2023
Forget Me Not Ministries Inc	IN	\$359,736	President	\$45,736	\$52,858	2023
Foundation For Philippine Progress	OR	\$333,989	Executive Director	\$30,000	\$30,532	2023
Mission Resource International	IN	\$333,354	Executive Di	\$43,000	\$48,270	2024
African Enterprise Inc	WA	\$330,615	Executive Director	\$100,000	\$98,119	2023
Reincorporated Nfp	TX	\$363,645	President, Ceo	\$25,000	\$27,406	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Africa Fire Mission	OH	\$363,661	Executive Director	\$85,000	\$95,833	2024
Iron Sharpens Iron Mentoring Inc	NV	\$363,712	Executive Director	\$64,989	\$69,344	2024
Giao Diem Humanitarian Foundation Inc	CA	\$363,955	Director	\$5,000	\$4,596	2024
Apparent Project	WA	\$364,312	President	\$10,500	\$10,302	2023
Be Free Revolution Inc	TN	\$365,192	President	\$39,005	\$43,643	2024
The Vimm Fund World Missions Dp Cog	SC	\$367,138	Executive Director	\$9,906	\$11,001	2024
Konbit Haiti	AL	\$367,155	Co-executive Director	\$26,017	\$29,920	2024
Alongsideasia Inc	GA	\$367,472	Trustee	\$31,000	\$34,160	2023
Amazon Medical Project Inc	WI	\$326,004	Medical Director	\$30,956	\$34,414	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 145 organizations. Compensation range \$1,044–\$245,231; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$346,937); for reference, expenses \$330,417 and assets \$173,098.

ROLE MATCH Ovidio Garcia Salvador, reported title "*DIRECTOR*", 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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	57 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	55 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 (Ovidio Garcia Salvador) 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 145 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,896 is reasonable (approximately the 57th 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.