

Our Lady Of Guadalupe Inc

Executive Director / CEO

EIN 571237114

MI · NTEE X84

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David M Vacheresse, Executive Director / CEO** (\$9,868) against **every comparable organization** that fit the selection criteria — **1906** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

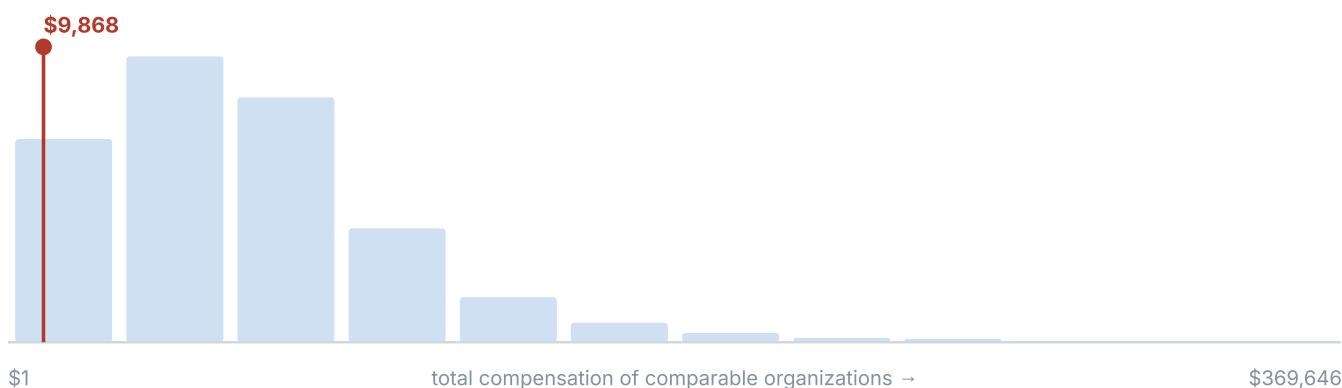
below the typical range for comparable organizations

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X84).
BUDGET	Total revenue between \$275,258 and \$616,249 — 0.67x to 1.50x the subject's \$410,833 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

1,906 organizations qualified on sector, size, and geography → **1,906** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,383 10TH	\$33,723 25TH	\$58,505 MEDIAN	\$87,468 75TH	\$119,337 90TH	\$9,868 THIS ORG · 4TH
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\$9,868



■ **Comparable organizations**

P50
\$17,383

P55
\$33,723

P50
\$58,505

P75
\$87,468

P90
\$119,337

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 MI cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Ancient Path Ministries	OH	\$410,815	\$61,142	990
Noble Warriors Inc	VA	\$410,802	\$87,970	990
Safari Mission Usa Inc	OK	\$410,773	\$82,981	990
The Christian Church The Old Path	TX	\$410,732	\$70,340	990
Christian Social Ministries Inc	GA	\$411,049	\$49,681	990
Corpus Inc	GA	\$411,062	\$228,925	990
Foundation For Clinical Pastoral	GA	\$411,150	\$48,360	990
Sharing Sacred Spaces Inc	CT	\$410,438	\$97,841	990
Chaplains In Schools Inc	WI	\$410,312	\$93,952	990
Catholic Mission Trips Inc	TX	\$411,542	\$20,312	990
One Hope Of Northern Colorado	CO	\$411,659	\$106,576	990
Evangelical Missionary Assoc Usa Inc	NJ	\$411,706	\$43,849	990
World Missionary Assistance Plan	AZ	\$409,893	\$92,091	990
One Family Fellowshipone Nation Inc	TX	\$411,806	\$75,862	990
Village Heartbeat	CO	\$411,880	\$99,078	990
Vantage Point 3 Ministries	SD	\$409,784	\$89,635	990
Jewish Interactive Inc	NY	\$409,719	\$99,363	990
The Well In Memory Of The Sassoon	NY	\$409,697	\$28,182	990
Jaquith Ministries International	OR	\$412,124	\$53,983	990
Catholic Campus Ministry Association	CA	\$409,519	\$100,101	990
Chicago Chinese Christian Missions	IL	\$409,420	\$56,413	990
Central European Christian	TN	\$409,264	\$105,527	990
Everyday Zen Inc	CA	\$409,215	\$119,381	990
Living Hope Ministries	TX	\$412,506	\$75,167	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Global Missionary Taskforce Inc	MO	\$409,153	\$68,245	990

■ 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 MI 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	1906 organizations. Compensation range \$1–\$369,646; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$410,833); for reference, expenses \$615,840 and assets \$41,089. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	David M Vacheresse, reported title " <i>President/Director</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	65 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	57 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	4 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 (David M Vacheresse) 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 1906 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,868 is reasonable (approximately the 4th 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). 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.