

Ministerio Gloria De Sion Inc

Executive Director / CEO

EIN 760732336

CA · NTEE X21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Manrique E Gonzalez, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

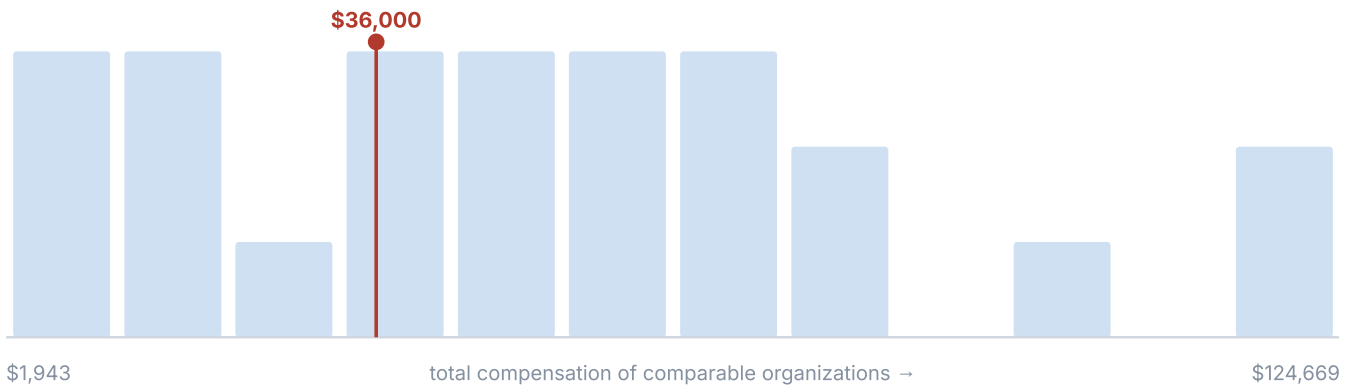
Benchmarked executive: Manrique E Gonzalez — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$148,532 and \$332,535 — 0.67x to 1.50x the subject's \$221,690 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21) + CA + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,275	\$28,882	\$47,620	\$71,688	\$92,519	\$36,000
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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 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
Care Corps International Inc	CA	\$222,906	Exec Dir	\$84,000	\$81,590	2024
Clay Music	CA	\$227,900	President	\$62,400	\$60,610	2024
Sankata Moachana Hanuman Temple Inc	CA	\$214,119	Trustee/priest	\$50,666	\$49,212	2024
Christian Evangelism And Discipleship For America Inc	CA	\$212,871	Program Director	\$71,213	\$71,213	2023
Iglesia De Dios Pentecostes Aposento Alto	CA	\$238,061	Chief Executive Officer	\$36,000	\$34,967	2024
Strategic Communications Group	CA	\$203,762	President	\$13,718	\$13,718	2023
Los Angeles Immanuel Mission Church	CA	\$240,968	Ceo	\$12,000	\$11,656	2024
Family Rescue Center	CA	\$242,140	Executive Director	\$2,000	\$1,943	2024
Great Among The Nations Inc	CA	\$254,918	President	\$47,387	\$46,027	2024
Compassion Bridges	CA	\$181,423	President	\$34,600	\$34,600	2023
Discovering Truth Ministries	CA	\$262,786	President & Ceo	\$73,363	\$71,258	2024
Black Sheep Motorcycle Ministry	CA	\$263,559	President	\$38,400	\$37,298	2024
La Prayer Mountain	CA	\$177,081	Secretary	\$9,000	\$8,742	2024
Panicev Ministries	CA	\$278,485	President	\$22,200	\$21,563	2024
Chinese Outreach	CA	\$163,643	Program Producer	\$32,246	\$31,321	2024
Onesimus Ministry	CA	\$162,845	Rev. & President	\$43,680	\$43,680	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Discipleship Journeys With Jesus	CA	\$285,697	Ceo	\$100,074	\$97,203	2024
Souleader Resources Michael G Bischof	CA	\$287,092	Executive Director	\$126,000	\$122,385	2024
Blue Ocean Faith	CA	\$152,755	Executive Director	\$124,669	\$124,669	2023
Desilva Ministries	CA	\$307,526	President	\$18,000	\$18,000	2023
Hovsepien Ministries Inc	CA	\$318,293	Executive Director	\$60,000	\$60,000	2023
Arukah	CA	\$322,735	President	\$55,000	\$53,422	2024
Greater Works Praise And Worship Centre	CA	\$323,094	President	\$75,134	\$72,978	2024
Plur Life Ministries	CA	\$326,909	President	\$76,092	\$73,909	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.

■ Sample, role match & sensitivity

PEER COUNT	24 organizations. Compensation range \$1,943–\$124,669; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$221,690); for reference, expenses \$182,785 and assets \$38,905.
ROLE MATCH	Manrique E Gonzalez, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	38 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	38 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 (Manrique E Gonzalez) 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 24 similarly situated organizations (Same NTEE sector (X21) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 38th 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.