

Iglesia De Cristo El Shaddai Inc

Executive Director / CEO

EIN 800613394

NJ · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Julio Pedroza, Executive Director / CEO** (\$37,000) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

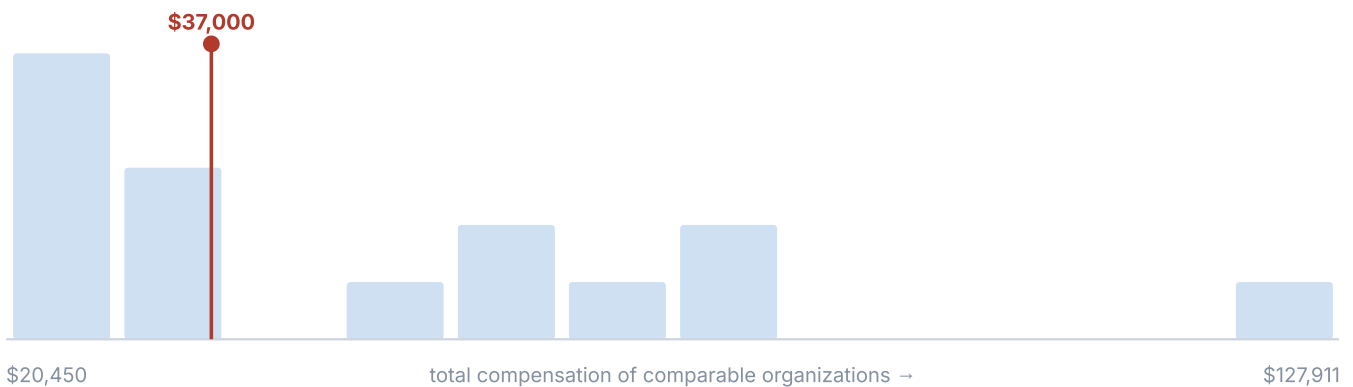
Benchmarked executive: Julio Pedroza — reported title “Pastor”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$177,830 and \$398,127 — 0.67x to 1.50x the subject's \$265,418 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + NJ + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,991	\$28,088	\$35,161	\$66,349	\$81,844	\$37,000
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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 NJ 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
Concerts Of Prayer International	NJ	\$257,338	Chairman	\$131,689	\$127,911	2024
Iglesia Elim Plainfield Nj Non	NJ	\$280,904	President	\$31,200	\$31,200	2023
Light Presbyterian Church Inc	NJ	\$285,773	President	\$33,600	\$32,636	2024
New Jersey Family Foundation	NJ	\$241,215	Executive Director	\$82,176	\$82,176	2023
City Of Refuge Fellowship A Nonprof	NJ	\$227,205	President	\$20,450	\$20,450	2023
Restore Ministries Inc	NJ	\$224,792	Trustee	\$24,522	\$24,522	2023
Hana Mission	NJ	\$311,913	Board Member	\$22,620	\$21,971	2024
Cathedral Assembly Of God Inc	NJ	\$316,320	Senior Pasto	\$58,800	\$57,113	2024
Mision Cristiana Elim Nuevo Re	NJ	\$195,007	President	\$36,200	\$35,161	2024
Apostolos Missions International	NJ	\$337,074	Senior Director	\$25,500	\$28,671	2021
Queen Of Peace Missionary	NJ	\$338,979	President	\$48,000	\$48,000	2023
Resting Place New Jersey House Of Prayer Inc	NJ	\$339,702	President	\$59,850	\$59,850	2023
Abraham International Leadership	NJ	\$350,477	Pres & Chair	\$83,750	\$81,347	2024
Pause Ministries Inc	NJ	\$178,372	Acting Chair	\$75,000	\$72,848	2024
Crossroads Worship Center Of Nj Inc	NJ	\$391,422	President	\$27,504	\$27,504	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	15 organizations. Compensation range \$20,450–\$127,911; filing years 2021–2024.
SIZE BASIS	Matched on total revenue (\$265,418); for reference, expenses \$147,494 and assets \$0. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Julio Pedroza, reported title " <i>Pastor</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.
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	53 rd
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	53 rd

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 (Julio Pedroza) 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 15 similarly situated organizations (Same NTEE sector (X20) + NJ + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,000 is reasonable (approximately the 53rd 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.