

St Jpii Educational Media Inc

Executive Director / CEO

EIN 811308427

CA · NTEE X84

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Raul Caro, Executive Director / CEO** (\$51,500) against **every comparable organization** that fit the selection criteria — **1754** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

Benchmarked executive: Raul Caro — reported title “President & ED”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X84).
BUDGET	Total revenue between \$146,833 and \$328,732 — 0.67x to 1.50x the subject's \$219,155 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

1,754 organizations qualified on sector, size, and geography → **1,754** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,489	\$30,223	\$54,892	\$89,578	\$123,806	\$51,500
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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
Christ In The Rockies	CO	\$219,139	Executive Director	\$13,797	\$15,321	2023
Eternal Vision Ministries Inc	TN	\$219,089	President	\$22,300	\$27,146	2023
Chris Mcdaniel Ministries Inc	GA	\$219,060	Treasurer	\$2,555	\$2,975	2023
Christian Witness To Israel Inc	AR	\$219,019	Director Of Ministry	\$100,604	\$130,960	2023
Mens Discipleship Network Inc	NY	\$219,295	President & Ceo	\$54,600	\$55,498	2024
Danang Foundation Corp	NY	\$218,974	President	\$45,600	\$46,350	2024
Worcester Kidist Kidane Meheret Ethiopian Orthodox Tewahedo Church	MA	\$219,394	President	\$27,572	\$28,693	2023
Legacy Ministries Of El Paso Inc	TX	\$218,882	Director	\$69,745	\$84,107	2022
Lineage Journey Inc	CA	\$218,856	Ceo	\$26,927	\$26,154	2024
Trellis Churches Inc	KS	\$219,474	President	\$32,250	\$39,191	2024
Promise Housing Plus	KY	\$219,504	President	\$33,654	\$40,670	2024
Hope For The New Evangelization Inc	MN	\$218,678	Treasurer	\$33,784	\$37,550	2024
Won Buddhism Of The Usa Inc	MD	\$218,674	President	\$7,200	\$7,571	2024
Jimmy Jack Ministries Inc	NY	\$219,646	President	\$1,700	\$1,779	2023
Kyampisi Childcare Ministries Inc	IN	\$218,604	Admin Asst/c	\$10,000	\$11,862	2024
Hope Forest Inc	ND	\$219,737	President	\$25,000	\$31,772	2023
Men Of Valor Inc	VA	\$218,543	President	\$45,000	\$48,874	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Grow Churches Inc	OH	\$218,456	President	\$10,500	\$12,510	2024
Kainos	AR	\$219,923	Sec/treas.	\$80,000	\$101,151	2024
Exalt The Word Inc	MO	\$220,012	Executive Director	\$29,788	\$36,537	2023
Calvary Way Ministries Inc	CA	\$218,215	President	\$142,761	\$138,665	2024
Walk-about-ministry Inc	FL	\$218,211	Secretary	\$14,144	\$15,388	2023
Agape Educational Media Inc	FL	\$218,159	President/director	\$20,820	\$22,651	2023
Red River Institute Of History Inc	OK	\$218,152	President	\$100,000	\$123,861	2024
Bold Ventures	OR	\$220,166	President	\$33,000	\$35,490	2023

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	1754 organizations. Compensation range \$62–\$532,363; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$219,155); for reference, expenses \$207,630 and assets \$243,944.
ROLE MATCH	Raul Caro, reported title " <i>President & ED</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	61 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	43 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	47 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	45 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 (Raul Caro) 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 10, 2026, comparing compensation against 1754 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,500 is reasonable (approximately the 47th 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 10, 2026.