

El Porvenir Christian Camp &

Executive Director / CEO

EIN 812302571

NM · NTEE X20

FY ending 2024-11-30

June 9, 2026

This analysis benchmarks the total compensation of **Nathan Stafford, Executive Director / CEO** (\$89,775) against **every comparable organization** that fit the selection criteria — **945** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

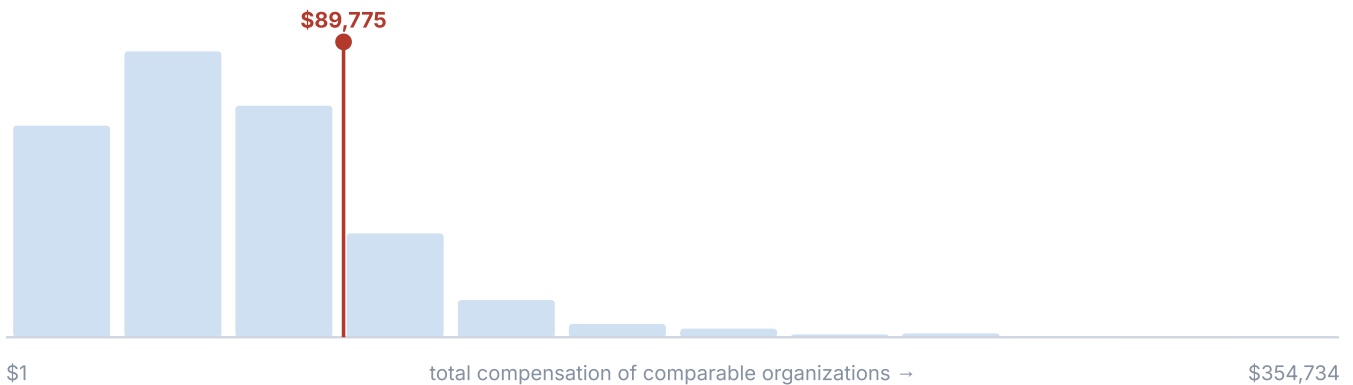
Benchmarked executive: Nathan Stafford — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$250,763 and \$561,411 — 0.67x to 1.50x the subject's \$374,274 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

945 organizations qualified on sector, size, and geography → **945** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,618	\$30,691	\$53,176	\$80,885	\$109,358	\$89,775
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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 NM 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
Debra George Ministries	TX	\$374,197	President	\$77,710	\$74,408	2023
El Taller Del Maestro Inc	FL	\$374,061	President	\$28,766	\$25,868	2023
Kairos Christian Academy	SC	\$373,956	Co-director	\$21,876	\$20,672	2025
Proskunee Ministries Inc	GA	\$374,634	President	\$52,127	\$48,731	2024
Calibrate Ministries	NE	\$373,907	President	\$180,000	\$180,000	2024
Prayers Of The People	TX	\$373,703	President	\$75,120	\$71,928	2023
One Name Ministry Inc	FL	\$374,984	Vp	\$45,500	\$40,915	2023
Hope For The Harvest Inc	TX	\$375,152	Executive Director	\$77,131	\$71,735	2024
Uncharted Waters	VA	\$373,370	President	\$69,037	\$61,976	2024
Miqlat Inc	CA	\$373,363	Treasurer	\$69,700	\$57,611	2023
Impac Org Inc	AZ	\$373,348	President	\$34,296	\$30,666	2024
Frontier Labourers For Christ	CO	\$375,320	Interim Executive Director	\$89,382	\$79,686	2024
Camp David International Inc	KS	\$375,373	Executive Director	\$55,200	\$57,083	2023
International University And Theological	CA	\$375,379	Ceo	\$30,000	\$23,465	2025
Spread Of Grace Ministries	PA	\$372,716	Executive Di	\$123,486	\$114,494	2024
Solid Rock Baptist Church	CO	\$372,568	Agyei-mensah	\$22,755	\$20,886	2023
Wake Forest Christian Study Center	NC	\$372,524	Executive Director	\$123,388	\$115,481	2025
Leslie James DbA Alter Ministries Inc	TX	\$376,098	President	\$27,226	\$25,321	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wilderness Trek Christian Camp Inc	TX	\$372,449	Exec Dir →0	\$110,032	\$105,357	2023
Love Inc Of Clay County	MO	\$372,430	Executive Director	\$44,782	\$44,099	2024
Behrman Ministries Inc	CO	\$376,217	Pres/treasurer	\$33,602	\$30,842	2023
Christian Worship Center	NY	\$371,894	President	\$78,900	\$68,245	2023
Regenerating Life Ministries Inc	GA	\$371,778	Teaching Pastor	\$132,550	\$127,574	2023
The Roots Network	TX	\$376,969	Pastor	\$118,696	\$110,392	2024
Women On The Rock Inc	TX	\$371,578	Executive Di	\$45,000	\$41,852	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	945 organizations. Compensation range \$1–\$354,734; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$374,274); for reference, expenses \$496,528 and assets \$1,756,684.
ROLE MATCH	Nathan Stafford, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	81 st
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	80 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 (Nathan Stafford) 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 945 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,775 is reasonable (approximately the 81st 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.