

# Turning Point Church Of Bay City Tx

Executive Director / CEO

EIN 814771016

TX · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Fidel Pesina, Executive Director / CEO** (\$103,610) against **every comparable organization** that fit the selection criteria — **115** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Fidel Pesina — reported title “Director”, 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).

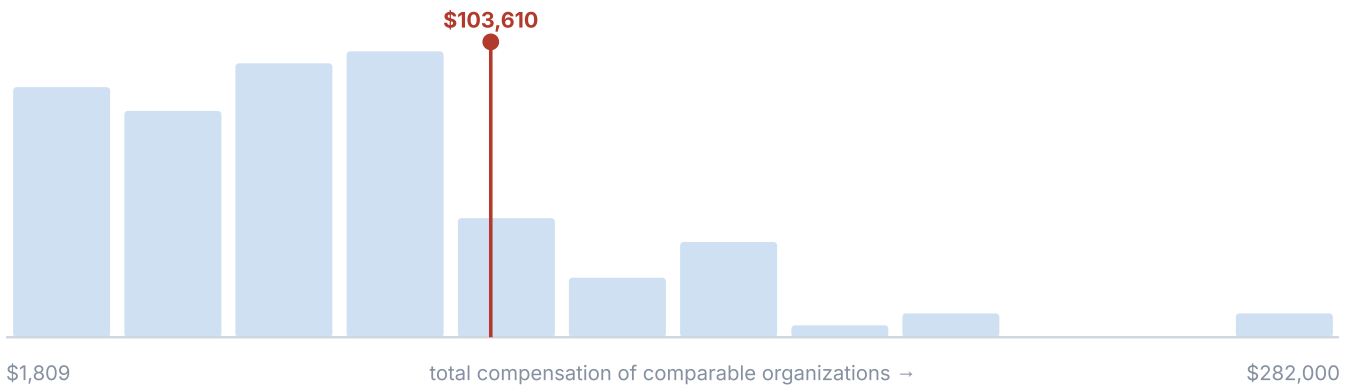
**BUDGET** Total revenue between \$158,750 and \$355,411 — 0.67x to 1.50x the subject's \$236,941 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

**115** organizations qualified on sector, size, and geography

→ **115** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,671	\$33,975	\$61,764	\$94,126	\$143,598	<b>\$103,610</b>
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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 TX 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
<a href="#">Buddy Hicks Ministries</a>	TX	\$236,372	President	\$44,829	<b>\$44,829</b>	2024
<a href="#">New Foundland Foundation Incorporated</a>	TX	\$235,898	Chair	\$208,000	<b>\$208,000</b>	2024
<a href="#">Matt Clayton Ministriesinternational Inc</a>	TX	\$235,571	Employee	\$60,832	<b>\$60,832</b>	2024
<a href="#">Encounter Gods Presence</a>	TX	\$234,992	President	\$74,000	<b>\$76,186</b>	2023
<a href="#">Burning Hope Ministries</a>	TX	\$239,559	President	\$50,000	<b>\$50,000</b>	2024
<a href="#">Breakthrough Nations Ministries</a>	TX	\$239,564	Director	\$24,270	<b>\$24,270</b>	2024
<a href="#">Watchman Fellowship Inc</a>	TX	\$239,595	President	\$19,200	<b>\$19,767</b>	2023
<a href="#">Abiding Fathers</a>	TX	\$240,727	Executive Director	\$109,152	<b>\$109,152</b>	2024
<a href="#">The Equipping Group Inc</a>	TX	\$231,910	Executive Director & Board Chair	\$88,482	<b>\$88,482</b>	2024
<a href="#">Wildfire Network</a>	TX	\$242,456	President, Executive Director	\$54,770	<b>\$54,770</b>	2024
<a href="#">Sharing Gods Love Inc</a>	TX	\$242,495	Director	\$7,200	<b>\$7,413</b>	2023
<a href="#">Feed My Lambs International Inc</a>	TX	\$229,047	President	\$50,121	<b>\$50,121</b>	2024
<a href="#">World Wide Spanish Literature</a>	TX	\$245,076	Secretary	\$18,200	<b>\$18,200</b>	2024
<a href="#">Sea Of Hope Ministries</a>	TX	\$245,090	President	\$54,000	<b>\$54,000</b>	2024
<a href="#">Date Palm Consulting</a>	TX	\$245,162	Key Employee	\$50,095	<b>\$51,575</b>	2023
<a href="#">lplace</a>	TX	\$227,994	Executive Director	\$50,000	<b>\$50,000</b>	2024
<a href="#">Power To Live Center</a>	TX	\$247,495	Executive Dir.	\$54,721	<b>\$54,721</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cic Mission Inc</a>	TX	\$247,792	President	\$75,633	<b>\$75,633</b>	2024
<a href="#">Revival Mandate International</a>	TX	\$248,144	Executive Dir.	\$119,055	<b>\$119,055</b>	2024
<a href="#">Reach Ministries Of Corpus Christi</a>	TX	\$224,648	Ceo	\$70,708	<b>\$72,797</b>	2023
<a href="#">Breath Of The Spirit Ministriesinc</a>	TX	\$251,113	President	\$150,000	<b>\$154,431</b>	2023
<a href="#">Hope For The Home Ministries</a>	TX	\$222,545	President	\$49,225	<b>\$49,225</b>	2024
<a href="#">Canyon Pathways</a>	TX	\$221,774	Executive Director	\$117,217	<b>\$117,217</b>	2024
<a href="#">5g Reformation Ministries</a>	TX	\$220,267	President	\$46,665	<b>\$46,665</b>	2024
<a href="#">Ronnie Hill Ministries</a>	TX	\$254,218	President	\$187,779	<b>\$193,325</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	115 organizations. Compensation range \$1,809–\$282,000; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$236,941); for reference, expenses \$259,007 and assets \$280,006.
ROLE MATCH	Fidel Pesina, reported title <i>"Director"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 5 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	80 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	80 <sup>th</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	80 <sup>th</sup>

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 (Fidel Pesina) 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 115 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$103,610 is reasonable (approximately the 80<sup>th</sup> 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.