

Vera Aqua Vera Vita

Executive Director / CEO

EIN 821884413
 TX · NTEE Q30
 FY ending 2024-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Jacob R Niemeier, Executive Director / CEO** (\$90,500) 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 **87th** percentile of comparable organizations within the typical range

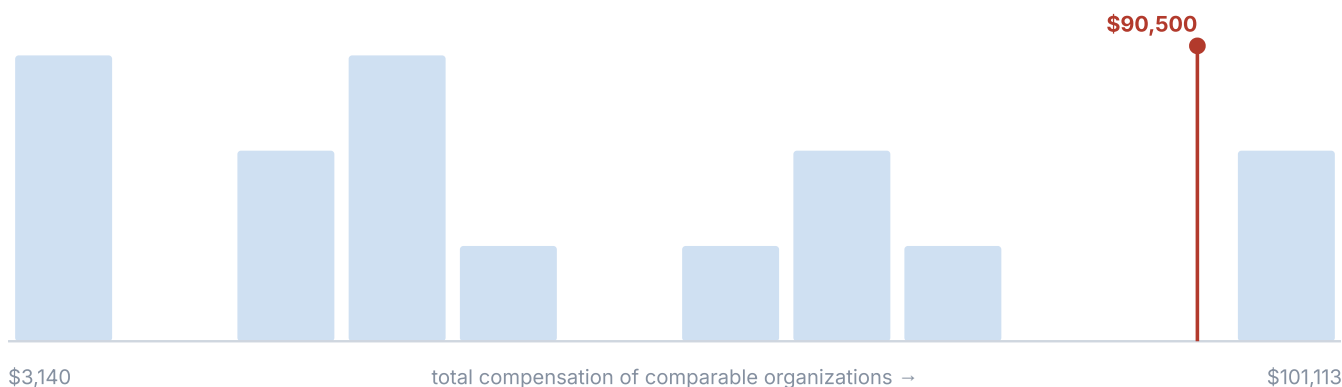
Benchmarked executive: Jacob R Niemeier — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q30).
BUDGET	Total revenue between \$192,027 and \$429,912 — 0.67x to 1.50x the subject's \$286,608 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30) + TX + 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



\$5,351	\$25,738	\$32,739	\$66,158	\$84,927	\$90,500
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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 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
Catalyst Ministries	TX	\$297,395	Executive Dir.	\$56,261	\$56,261	2024
Christian Hands In Action	TX	\$275,812	Executive Di	\$98,212	\$101,113	2023
Ccm Evangelical Ministries	TX	\$319,102	President	\$67,000	\$67,000	2024
Glocal Ventures Inc	TX	\$325,568	Vietnam Coun	\$29,673	\$29,673	2024
Hope4burundi	TX	\$228,065	President & Ceo	\$25,000	\$25,738	2023
Only A Servant Ministries Inc	TX	\$225,357	Director	\$69,300	\$69,300	2024
Mexico Ministries Inc	TX	\$348,483	President	\$35,896	\$36,956	2023
Raiz Ministry	TX	\$221,533	Director	\$4,800	\$4,800	2024
Doyle Jones Ministries Inc	TX	\$220,109	President	\$88,962	\$95,345	2022
Reincorporated Nfp	TX	\$363,645	President, Ceo	\$25,000	\$25,738	2023
International Association For Hospice And Palliative Care Inc	TX	\$369,777	Executive Director	\$6,000	\$6,177	2023
Arlene Campbell Humanitarian Foundation	TX	\$380,640	President	\$3,140	\$3,140	2024
Charlies Lunch Ministries	TX	\$391,005	Vice President	\$65,315	\$65,315	2024
Links International	TX	\$391,681	President	\$31,800	\$32,739	2023
Together For Haiti	TX	\$428,829	Vp/dir Of Op	\$31,596	\$31,596	2024

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.

■ Sample, role match & sensitivity

PEER COUNT	15 organizations. Compensation range \$3,140–\$101,113; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$286,608); for reference, expenses \$247,958 and assets \$79,867.
ROLE MATCH	Jacob R Niemeier, reported title " <i>Executive Director</i> ", 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	87 th
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	87 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 (Jacob R Niemeier) 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 15 similarly situated organizations (Same NTEE sector (Q30) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,500 is reasonable (approximately the 87th 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.