

Iglesia Kayros Nuevo Renacer

Executive Director / CEO

EIN 824190443

RI · NTEE X21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Richard Hiraldo, Executive Director / CEO** (\$20,251) against **every comparable organization** that fit the selection criteria — **306** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

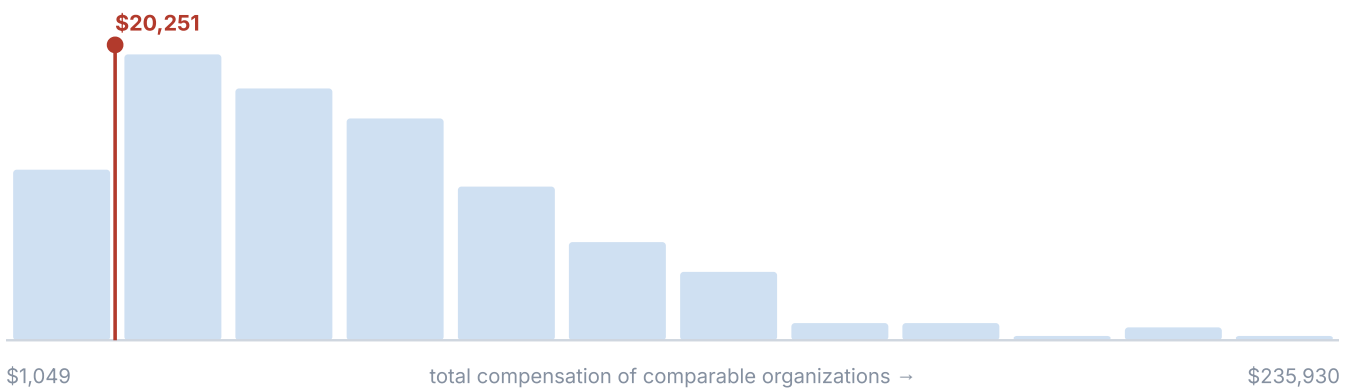
Benchmarked executive: Richard Hiraldo — reported title "PASTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$156,664 and \$350,740 — 0.67x to 1.50x the subject's \$233,827 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

306 organizations qualified on sector, size, and geography → **306** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,983	\$32,209	\$55,255	\$87,551	\$117,473	\$20,251
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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 RI 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
One80 Ministries	PA	\$235,038	Executive Director	\$34,710	\$36,098	2024
Evangelization Society Of Phila	PA	\$232,492	President	\$119,200	\$120,772	2025
Grace Korean Church	MD	\$235,252	Pastor And President	\$37,900	\$36,953	2024
Next Generation Mission Inc	MN	\$235,702	President	\$10,000	\$10,305	2024
House Revival Ministries Inc	GA	\$231,858	President	\$22,570	\$24,366	2023
Priority Insight Inc	GA	\$236,113	Director	\$121,897	\$127,822	2024
Christian World Missions	MS	\$231,484	Executive Director	\$20,799	\$24,871	2023
Ed Lacy Ministries Inc	AL	\$230,847	President	\$65,728	\$74,054	2024
Assembly Of God Hope And Life	VA	\$230,783	President	\$57,200	\$61,730	2022
Jwb Ministries Inc	TX	\$230,621	President	\$42,789	\$45,957	2023
Movement International	MI	\$230,574	Ceo And President	\$32,400	\$35,907	2023
Iglesia De Dios Jehova Proveer	PA	\$230,011	Senior Pastor	\$69,000	\$73,880	2023
Remnant Ministries	TX	\$237,681	President	\$151,647	\$158,200	2024
Iglesia De Dios Pentecostes Aposento Alto	CA	\$238,061	Chief Executive Officer	\$36,000	\$32,419	2024
International Biblical Training Inc	GA	\$229,046	President	\$80,877	\$87,313	2023
Society Of The Good Shepherd	PA	\$228,690	Vp	\$4,400	\$4,576	2024
Washington Deliverance Evangelistic	MD	\$228,250	President	\$73,738	\$74,018	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christian Community Ministries Of Kershaw County	SC	\$239,574	Director, Office Manager	\$21,918	\$23,232	2025
Re-christ Ministries Inc	AZ	\$239,591	Chairman, President	\$72,000	\$74,347	2023
Galkin Evangelistic Ministries	UT	\$239,653	President	\$124,200	\$132,567	2024
Grace Line Inc	TX	\$227,973	President	\$108,944	\$113,651	2024
First Karen Baptist Church	MN	\$239,742	Pastor	\$19,491	\$20,085	2024
Clay Music	CA	\$227,900	President	\$62,400	\$56,193	2024
United Church In God In Christ	MN	\$239,963	Pastor	\$44,200	\$45,548	2024
Nashville Fellows Program Inc	TN	\$227,608	Executive Director	\$80,000	\$90,288	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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 306 organizations. Compensation range \$1,049–\$235,930; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$233,827); for reference, expenses \$196,345 and assets \$226,000.

ROLE MATCH Richard Hiraldo, reported title "PASTOR", 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.**

RELATED-ORG PAY 9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	12 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 (Richard Hiraldo) 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 306 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,251 is reasonable (approximately the 13th 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.