

Gap Kingdom Ministries

Executive Director / CEO

EIN 831912349

VA · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ricardo Rojas, Executive Director / CEO** (\$2,985) against **every comparable organization** that fit the selection criteria — **169** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Ricardo Rojas — reported title "Pastor & 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).

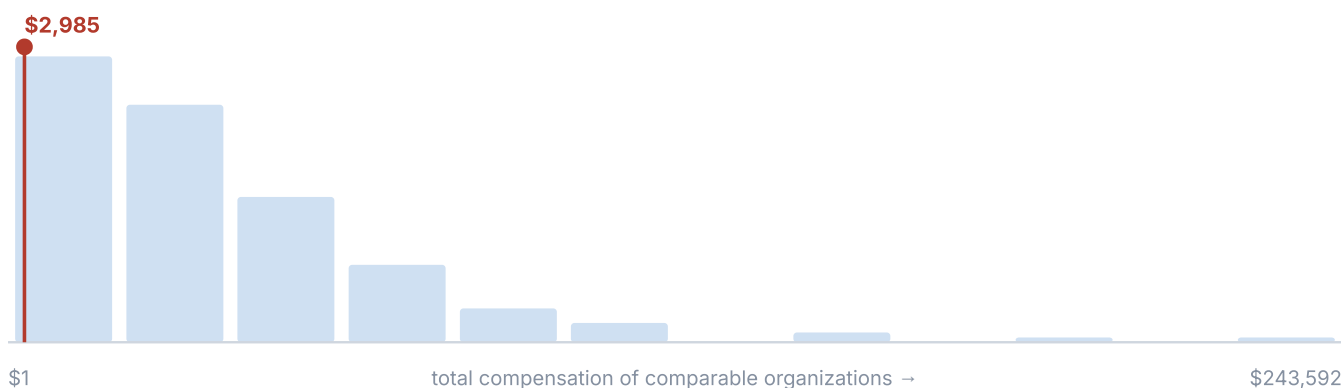
BUDGET Total revenue between \$63,652 and \$142,504 — 0.67x to 1.50x the subject's \$95,003 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

169 organizations qualified on sector, size, and geography

→ **169** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,382

\$14,789

\$30,385

\$51,372

\$74,452

\$2,985



■ 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 VA 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
Happy Caldwell Ministries Inc	AR	\$95,305	President	\$85,000	\$96,114	2024
Todd Bailey Ministries Inc	CO	\$94,353	President	\$35,600	\$34,340	2024
Light Of The World Evangelization	IL	\$96,199	Executive Di	\$70,000	\$67,445	2025
High Rock Missionary Baptist Church	MD	\$97,090	Pastor	\$18,360	\$17,267	2024
Washington Prayer Coalition	VA	\$92,843	Director	\$9,000	\$8,742	2024
Omkwm	CA	\$92,709	Cfo	\$36,000	\$31,272	2024
Sandra Hancock Ministries Inc	TN	\$92,685	President	\$1,800	\$1,903	2024
Charisma In Mission Inc	CA	\$97,708	Secretary	\$52,000	\$46,504	2023
Gospel Glory Inc	VA	\$98,139	President	\$17,000	\$17,000	2023
One More Church Inc	IN	\$91,745	Executive Director	\$67,634	\$73,869	2023
Christian Vision Inc	HI	\$91,692	President	\$12,000	\$10,808	2024
All Will Know Him Inc	FL	\$91,531	Director	\$7,090	\$6,701	2024
Point Of Change Jail And Street Ministry Inc	MD	\$91,148	Founder, Sr. Pastor, Executive Director	\$46,251	\$43,499	2024
Trinity Foundation	TN	\$99,010	President And Director	\$72,999	\$79,470	2023
David's Tent International Inc	CA	\$90,988	Managing Director Ceo	\$51,600	\$44,823	2024
A Faithful Presence	TX	\$99,319	Executive Director	\$69,600	\$70,037	2024
Awakening To God Ministries	NC	\$100,222	Director, Pr	\$35,387	\$37,869	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Youth Striving For Excellence	TN	\$100,232	Treasurer	\$2,660	\$2,740	2025
Debre Genet Kidus Amanuel And Kidane Mehret Orthodox Church	PA	\$100,469	Head Priest And Executive Director	\$18,100	\$18,158	2024
Church Growth International	MO	\$100,502	President	\$3,916	\$4,296	2023
Triumphant Mercy Ministries Inc	AL	\$89,471	President/di	\$135,000	\$151,050	2023
Fit-2-serve Inc	IL	\$89,329	Executive Director	\$41,325	\$40,870	2024
Legacy Of Leadership International	CO	\$89,290	President	\$45,300	\$44,987	2023
Iglesia Luz De Esperanza	CA	\$101,226	Chief Executive Officer	\$11,624	\$10,396	2023
New Life International Mission Inc	FL	\$101,525	Director	\$12,994	\$12,280	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 169 organizations. Compensation range \$1-\$243,592; filing years 2021-2025.

SIZE BASIS Matched on total revenue (\$95,003); for reference, expenses \$89,016 and assets \$794.

ROLE MATCH Ricardo Rojas, reported title "*Pastor & Director*", 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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	6 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 (Ricardo Rojas) 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 169 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,985 is reasonable (approximately the 6th 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.