

This analysis benchmarks the total compensation of **Christina Rangel, Executive Director / CEO** (\$66,962) against **every comparable organization** that fit the selection criteria — **261** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Christina Rangel — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

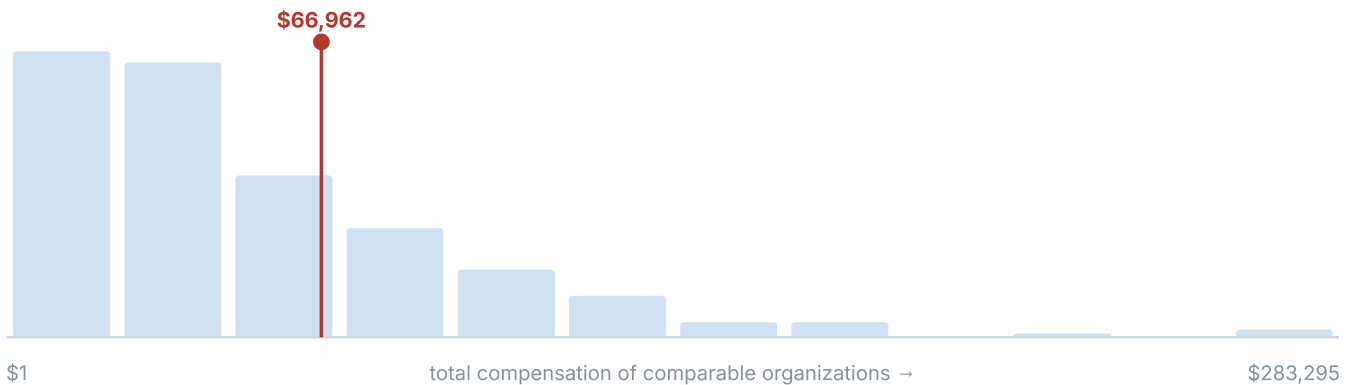
SECTOR Organizations sharing the subject's NTEE classification (Q70).

BUDGET Total revenue between \$103,646 and \$232,044 — 0.67x to 1.50x the subject's \$154,696 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**261** organizations qualified on sector, size, and geography → **261** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,952	\$19,141	\$41,082	\$73,777	\$107,282	\$66,962
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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 CA 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="#">Missoula Medical Aid</a>	MT	\$154,927	Executive Director	\$9,300	<b>\$11,276</b>	2024
<a href="#">His Heart For Africa Inc</a>	TN	\$155,057	President	\$4,900	<b>\$5,965</b>	2023
<a href="#">Puentes De Esperanza</a>	IN	\$154,306	President	\$50,000	<b>\$61,063</b>	2023
<a href="#">His Hands Mission International</a>	AL	\$155,305	Executive Di	\$127,620	<b>\$155,086</b>	2024
<a href="#">China Passage Inc</a>	PA	\$156,771	President/director	\$79,200	<b>\$88,842</b>	2024
<a href="#">Hearing Heart Missions</a>	MN	\$152,015	President	\$12,579	<b>\$13,981</b>	2024
<a href="#">Missions International Inc</a>	GA	\$151,701	Executive Director & Trust	\$16,000	<b>\$18,096</b>	2024
<a href="#">Horeb Ministries</a>	VA	\$150,363	Treasurer	\$25,350	<b>\$27,533</b>	2024
<a href="#">Fs Home Owners Foundation Inc</a>	CT	\$149,575	Secretarytreasurer	\$431	<b>\$455</b>	2024
<a href="#">Global Vision Outreach Inc</a>	FL	\$159,908	Director	\$7,906	<b>\$8,601</b>	2023
<a href="#">Madison International Partners Inc</a>	WI	\$149,341	Executive Di	\$71,000	<b>\$83,407</b>	2024
<a href="#">Global Seed Savers</a>	CO	\$149,336	Executive Dir.	\$56,000	<b>\$62,185</b>	2023
<a href="#">Eha Impact Ventures Inc</a>	DE	\$160,913	Ceo	\$244,665	<b>\$277,435</b>	2023
<a href="#">Parish Twinning Program Of The Americas</a>	IN	\$160,994	Executive Director	\$100,000	<b>\$122,126</b>	2023
<a href="#">Code To Inspire Inc</a>	DE	\$161,214	Ceo	\$108,000	<b>\$118,951</b>	2024
<a href="#">European Union Studies Association</a>	PA	\$147,788	Executive Di	\$39,887	<b>\$46,064</b>	2023
<a href="#">Barnabas Ministries Inc</a>	PA	\$162,050	Executive Di	\$36,000	<b>\$40,382</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friends Of Be An Angel Inc</a>	WI	\$162,435	President, Treasurer	\$36,000	<b>\$42,291</b>	2024
<a href="#">The Small-scale Sustainable Infra-</a>	MA	\$163,039	Treasurer	\$24,750	<b>\$25,756</b>	2023
<a href="#">Forming Sustainable Development Foundations Inc</a>		\$146,122	Board Chair	\$12,000	<b>\$11,656</b>	2024
<a href="#">Children Up</a>	IL	\$163,314	Executive Director	\$46,388	<b>\$49,977</b>	2025
<a href="#">American Security Council</a>	FL	\$145,098	Executive Di	\$71,654	<b>\$75,717</b>	2024
<a href="#">The Westminster Institute</a>	VA	\$145,000	Director	\$43,750	<b>\$47,517</b>	2024
<a href="#">Fp21</a>	DC	\$164,398	Treasurer & Ceo	\$139,423	<b>\$137,623</b>	2024
<a href="#">Ten Thousand Villages Of Central Pennsylvania Inc</a>	PA	\$144,642	Executive Director	\$44,448	<b>\$49,859</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	261 organizations. Compensation range \$1–\$283,295; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$154,696); for reference, expenses \$172,785 and assets \$43,900.
ROLE MATCH	Christina Rangel, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	71 <sup>st</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 (Christina Rangel) 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 261 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,962 is reasonable (approximately the 73<sup>rd</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.