

Freedom In Christ Residential Centers

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Albert Ibarra, Executive Director / CEO** (\$41,400) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

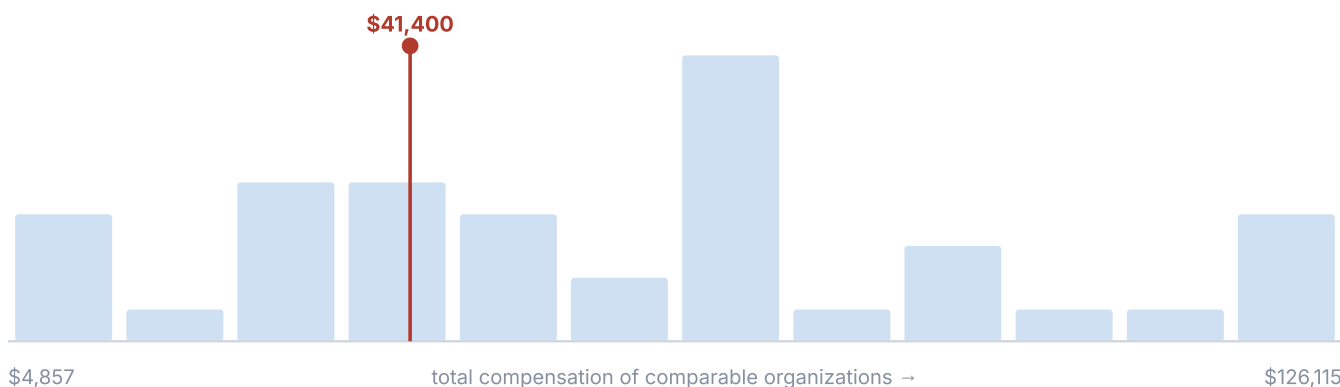
SECTOR Organizations sharing the subject's NTEE classification (X99).

BUDGET Total revenue between \$235,325 and \$526,848 — 0.67x to 1.50x the subject's \$351,232 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X99) + TX + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,608	\$36,732	\$58,455	\$77,008	\$115,188	\$41,400
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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
Sherman Aten Ministries Inc	TX	\$353,663	President	\$96,015	\$90,856	2025
Princess Promise Inc	TX	\$347,092	President	\$30,000	\$29,139	2024
Ten 24 Inc	TX	\$342,607	President	\$68,255	\$68,255	2023
Days Of Grace Kids Care Inc	TX	\$364,125	Co-director	\$38,400	\$38,400	2023
Abrahamic House	TX	\$370,421	Chairman	\$120,000	\$116,557	2024
Turn Ministries	TX	\$373,296	Ceo	\$34,269	\$33,286	2024
Gathering Of Men Inc	TX	\$373,921	Executive Director	\$129,840	\$126,115	2024
Tina P Williams Ministries Inc	TX	\$375,337	Director	\$5,000	\$4,857	2024
Segera Mission Inc	TX	\$379,194	President, Executive Direc	\$10,249	\$9,955	2024
Cornerstone Marriage And Family Life Ministries	TX	\$319,894	President	\$128,496	\$124,809	2024
Right Response Ministries	TX	\$316,802	Treasurer	\$60,410	\$60,410	2023
National Missionary Baptist Convention Of America Dallas	TX	\$397,339	Director And President	\$52,500	\$52,500	2023
Nhntx Inc	TX	\$302,451	Executive Dir.	\$77,044	\$74,834	2024
K-nation Group	TX	\$302,088	Ceo	\$100,000	\$100,000	2023
Bsf International Properties Corp	TX	\$300,014	President	\$19,915	\$19,344	2024
Ctw Ministries Inc	TX	\$298,945	Director	\$26,900	\$26,128	2024
West Texas Gospel Ministries To Children Inc	TX	\$403,987	General Director	\$84,448	\$82,025	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ancora Ministries Inc	TX	\$296,864	Executive Director	\$56,500	\$56,500	2023
Damascus Road Collaborative Inc	TX	\$405,634	Executive Director Coach	\$49,500	\$48,080	2024
Latin American Christian Covenant	TX	\$294,591	President	\$33,000	\$32,053	2024
Living Hope Ministries	TX	\$412,506	President/tr	\$77,561	\$75,336	2024
Joel Gregory Ministries	TX	\$418,156	President/di	\$91,371	\$88,750	2024
Mobilize The Church	TX	\$424,863	Ceo	\$124,241	\$120,677	2024
Seek Partners International Inc	TX	\$425,019	President/ceo	\$69,000	\$69,000	2023
Here Come Better Days	TX	\$270,099	Executive Director	\$72,997	\$70,903	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 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 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	40 organizations. Compensation range \$4,857–\$126,115; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$351,232); for reference, expenses \$328,999 and assets \$344,358.
ROLE MATCH	Albert Ibarra, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	35 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	33 rd

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 (Albert Ibarra) 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 40 similarly situated organizations (Same NTEE sector (X99) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,400 is reasonable (approximately the 35th 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.