

Ieec Woodbridge Church

Executive Director / CEO

EIN 851920253

VA · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Guluma A Wajie, Executive Director / CEO** (\$51,750) against **every comparable organization** that fit the selection criteria — **948** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

Benchmarked executive: Guluma A Wajie — 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 (X20).

BUDGET Total revenue between \$163,924 and \$366,994 — 0.67x to 1.50x the subject's \$244,663 (the band tightens as size grows).

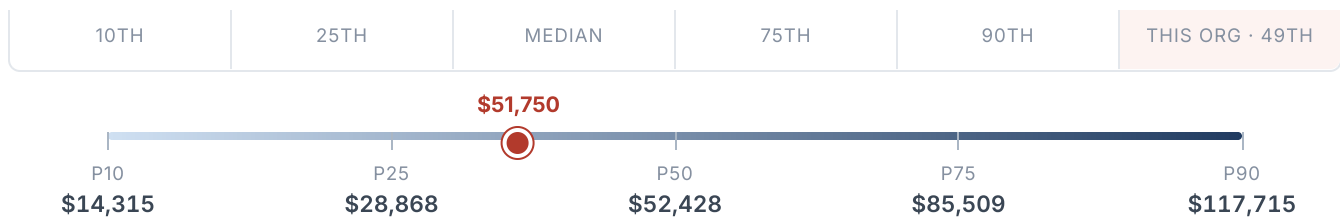
GEOGRAPHY Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

948 organizations qualified on sector, size, and geography → **948** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,315	\$28,868	\$52,428	\$85,509	\$117,715	\$51,750
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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 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
3c Sports Ministry	TN	\$244,717	President	\$68,574	\$72,512	2024
American Remnant Mission Inc	CA	\$244,446	Executive Director	\$58,120	\$49,185	2025
Recenteredlife	CA	\$244,911	Ceo	\$121,000	\$105,108	2024
Wellspring Church Ministries	AZ	\$244,262	Senior Pastor	\$15,180	\$14,686	2024
World Wide Spanish Literature	TX	\$245,076	Secretary	\$18,200	\$18,315	2024
Sea Of Hope Ministries	TX	\$245,090	President	\$54,000	\$54,340	2024
Baltimore International Seafarers Center	MD	\$245,112	Executive Director	\$88,588	\$83,316	2024
Date Palm Consulting	TX	\$245,162	Key Employee	\$50,095	\$51,899	2023
Life Impact Ministries	CO	\$244,144	Director	\$118,600	\$114,402	2024
Uprising Inc	KY	\$245,194	President	\$119,900	\$129,586	2024
Cry Of Deliverance Inc	MD	\$245,364	Secretary/treasurer	\$5,198	\$4,889	2024
Warrior Heart Ministries	UT	\$243,848	Officer	\$9,663	\$10,243	2023
Afc International	LA	\$245,549	President	\$51,072	\$56,573	2024
Isaiah's Soup Kitchen	NM	\$243,683	Executive Director	\$48,541	\$54,072	2023
Deshis Hope International	NY	\$243,614	President	\$97,500	\$88,630	2024
Final Days International	OK	\$245,820	President	\$30,000	\$33,231	2024
Wilberforce International Institute	MN	\$243,467	President & Executive Director	\$77,368	\$76,905	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Iglesia De Jesucristo Canaan	CA	\$245,915	President	\$24,000	\$20,847	2024
Household Of Faith Ministries	ME	\$243,310	President	\$65,250	\$65,728	2024
Mentoring Plus Inc	KY	\$243,253	Executive Director	\$67,600	\$75,219	2023
Ministerio Conexion Divina Inc	FL	\$246,180	President	\$19,000	\$17,956	2024
Turn Ministries	CO	\$243,102	President	\$99,000	\$95,496	2024
Created For More Ministries Nfp	IL	\$243,085	President	\$27,461	\$27,158	2024
The Bread Global Inc	TN	\$242,849	Secretary/treasurer	\$6,600	\$7,185	2023
The St Thomas Orthodox Church	WA	\$246,493	Vicar/priest	\$63,500	\$58,881	2023

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 948 organizations. Compensation range \$56–\$476,101; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$244,663); for reference, expenses \$163,271 and assets \$329,075.

ROLE MATCH Guluma A Wajie, 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 17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 23 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	49 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	48 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 (Guluma A Wajie) 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 948 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,750 is reasonable (approximately the 49th 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.