

# Proyecto Fuerte Pregon

Executive Director / CEO

EIN 853128301

TX · NTEE X80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Juan Ramon Rivera, Executive Director / CEO** (\$34,477) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 31<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Juan Ramon Rivera — reported title "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 (X80).

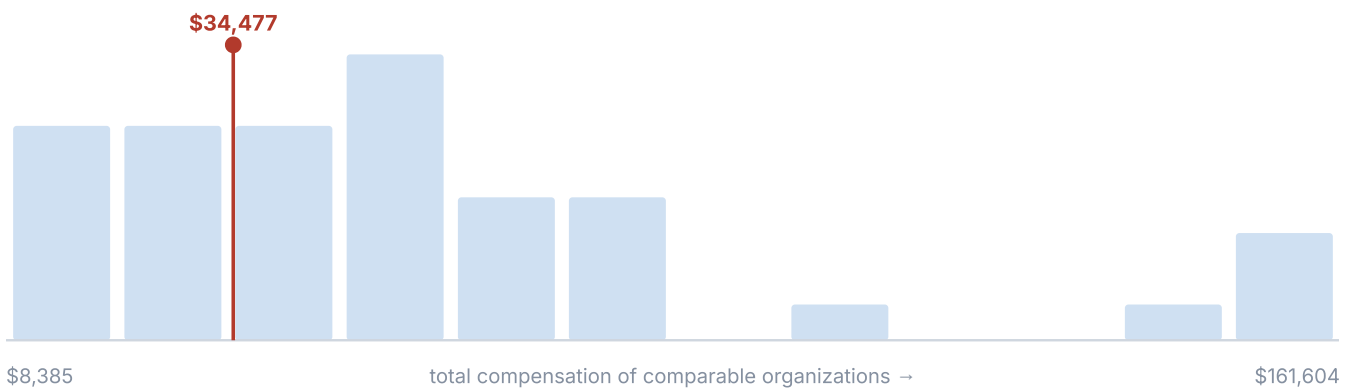
**BUDGET** Total revenue between \$223,513 and \$500,403 — 0.67x to 1.50x the subject's \$333,602 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X80), nationwide + budget 0.67–1.5x revenue.

**39** organizations qualified on sector, size, and geography

→ **39** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,110	\$28,281	\$50,207	\$66,014	\$109,622	<b>\$34,477</b>
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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
<a href="#">Orthodox Christian Ministries Inc</a>	CA	\$334,432	Director	\$30,000	<b>\$25,154</b>	2024
<a href="#">Windows Of Heaven Inc</a>	CA	\$342,582	President	\$73,522	<b>\$61,646</b>	2024
<a href="#">Mission Delafe Inc</a>	MD	\$321,742	President	\$45,500	<b>\$42,525</b>	2023
<a href="#">Jude 3 Project Inc</a>	FL	\$346,391	President	\$41,980	<b>\$38,294</b>	2024
<a href="#">Pastoral Center</a>	CA	\$347,278	Executive Director & Chief Financial Officer	\$83,941	<b>\$70,382</b>	2024
<a href="#">The Roys Report Nfp</a>	IL	\$319,095	President	\$76,561	<b>\$75,245</b>	2023
<a href="#">Sheryl Brady Ministries Inc</a>	TX	\$318,319	President	\$138,483	<b>\$138,483</b>	2023
<a href="#">Catholics Come Home Inc</a>	GA	\$355,689	Founder & President	\$165,522	<b>\$161,604</b>	2024
<a href="#">Kh Institute</a>	UT	\$362,935	President	\$31,603	<b>\$31,407</b>	2024
<a href="#">Impact Television Network</a>	CA	\$303,990	Chernyetsky	\$15,600	<b>\$13,080</b>	2024
<a href="#">Vietnamese Outreach International</a>	VA	\$291,604	President	\$49,432	<b>\$46,345</b>	2024
<a href="#">10000 Fathers Inc</a>	CO	\$383,737	Executive Di	\$46,200	<b>\$44,286</b>	2023
<a href="#">Hermano Pablo Ministries</a>	CA	\$384,739	Pastoral Counselor	\$66,480	<b>\$55,742</b>	2024
<a href="#">365 Islamic Education Network</a>	TX	\$385,927	Director	\$60,000	<b>\$58,279</b>	2024
<a href="#">Highway 19 Ministries</a>	WA	\$277,333	President	\$25,200	<b>\$21,908</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friends Of The Bridegroom</a>	MO	\$275,560	Chairman	\$18,000	<b>\$18,035</b>	2025
<a href="#">Creative Media Ministries Inc</a>	CA	\$272,426	President	\$68,173	<b>\$57,161</b>	2024
<a href="#">Two Guys And A Bible Inc</a>	MO	\$270,791	President	\$21,554	<b>\$22,822</b>	2023
<a href="#">Ao Lab</a>	MI	\$269,464	Executive Director	\$12,000	<b>\$11,717</b>	2025
<a href="#">Lifegate Inc</a>	IN	\$267,523	President	\$54,000	<b>\$56,928</b>	2023
<a href="#">Hollywood Prayer Network Inc</a>	CA	\$404,268	Executive Dir.	\$67,323	<b>\$56,449</b>	2024
<a href="#">Church Prayer Leaders Network Inc</a>	IN	\$260,838	Chairman	\$46,000	<b>\$47,103</b>	2024
<a href="#">Center For Cultural Leadership</a>	CA	\$255,946	President	\$43,861	<b>\$36,776</b>	2024
<a href="#">Take Me To Truth Inc</a>	CO	\$255,335	Director	\$14,400	<b>\$13,408</b>	2024
<a href="#">Thrive City Church</a>	AZ	\$251,420	Colbert	\$60,979	<b>\$56,945</b>	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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **39** organizations. Compensation range \$8,385–\$161,604; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$333,602); for reference, expenses \$409,208 and assets \$448,222.

**ROLE MATCH** Juan Ramon Rivera, reported title "*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** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	31 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	38 <sup>th</sup>
All sources (D + E + F), adjusted	31 <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 (Juan Ramon Rivera) 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 39 similarly situated organizations (Same NTEE sector (X80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,477 is reasonable (approximately the 31<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.