

First Baptist Church Of Phoenix

Executive Director / CEO

EIN 860950135
 AZ · NTEE T20
 FY ending 2024-03-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kyla Quintero, Executive Director / CEO** (\$29,610) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 41st percentile of comparable organizations

within the typical range

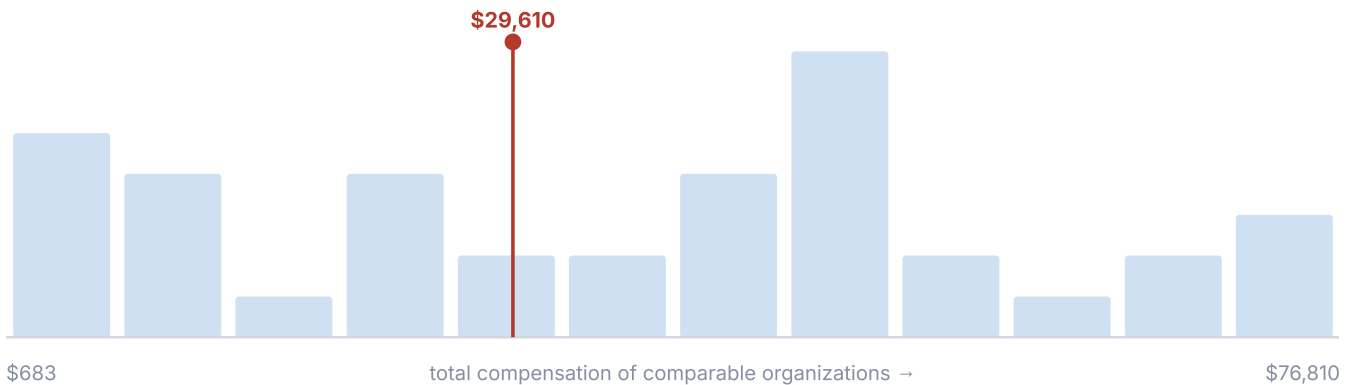
Benchmarked executive: Kyla Quintero — reported title “TREASURER (THRU 12/23)”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T20).
BUDGET	Total revenue between \$114,556 and \$256,470 — 0.67x to 1.50x the subject's \$170,980 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,427	\$19,593	\$40,247	\$50,687	\$66,877	\$29,610
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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 AZ 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
Albers Family Affiliated Fund Of Occf	OK	\$169,601	Secretary/trustee	\$25,864	\$30,488	2023
Kansas Farm Bureau Legal Foundation	KS	\$175,550	President/di	\$21,168	\$23,779	2024
Kelley Family Foundation	OH	\$180,150	Secretary	\$26,221	\$28,133	2025
Bonifacio Place Inc	CA	\$180,523	Ceo	\$47,732	\$44,123	2023
Bunny And Alan Bernstein Family	MD	\$160,864	Public Director	\$36,499	\$35,481	2024
Eden Incorporated	IL	\$185,739	Intl Director	\$42,600	\$43,548	2024
Continental Divide Color Guard Circuit	CO	\$185,947	Treasurer	\$1,000	\$997	2024
Faith Foundation Of Central Florida Inc	FL	\$194,655	Executive Director	\$49,000	\$46,630	2025
Renaissance Newark Foundation Inc	NJ	\$145,804	Past Secretary	\$24,905	\$23,121	2024
Bigfork Playhouse Children's	MT	\$198,369	Vice Preside	\$64,000	\$73,852	2023
Education Foundation Of Greenville	MI	\$142,913	Executive Di	\$11,273	\$12,099	2024
Frank & Kathleen Blair & Christine	MD	\$141,614	President	\$7,000	\$6,805	2024
Friends Of Fmc Foundation Inc	MT	\$141,318	Foundation Director	\$17,481	\$19,593	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Growing Years Children's Academy	CA	\$206,512	President	\$26,000	\$24,034	2023
Us Presidential Scholars Foundation	MA	\$206,776	Interim Exec Director	\$7,520	\$7,027	2024
White Family Supporting Foundation	KS	\$207,970	Executive Director	\$36,272	\$41,949	2023
L'arche Daybreak Foundation Us		\$210,625	Director Of Finance	\$10,943	\$10,943	2024
Greenwood Heritage Foundation	SC	\$129,555	President/ceo	\$45,508	\$50,823	2023
Architectural Woodwork Institute	VA	\$128,460	Secretary	\$45,856	\$46,038	2024
Interfaith Caregivers Inc	NY	\$122,420	Executive Director	\$57,046	\$55,183	2023
Dormie Network Foundation	NE	\$220,985	Treasurer/secretary	\$4,630	\$5,178	2024
Southwestern Medical Clinic Foundation	MI	\$221,484	Development Officer	\$43,646	\$48,226	2023
Ala Allied Professional Association Inc	IL	\$222,535	Executive Director Thru October 2023	\$25,291	\$25,854	2024
Heartland Chamber Music Ltd	MO	\$223,504	Executive Director	\$50,000	\$56,692	2023
Police Foundation Of Colorado Springs	CO	\$224,284	President	\$10,000	\$10,265	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ cost of living and 2024 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 AZ 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	37 organizations. Compensation range \$683–\$76,810; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$170,980); for reference, expenses \$277,127 and assets \$4,900,428. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Kyla Quintero, reported title " <i>TREASURER (THRU 12/23)</i> ", 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	15 peers 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	41 st
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	95 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 (Kyla Quintero) 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 37 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$29,610 is reasonable (approximately the 41st 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.