

Angel One Foundation

Executive Director / CEO

EIN 870737560
 WA · NTEE X200
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Silveira, Executive Director / CEO** (\$31,000) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

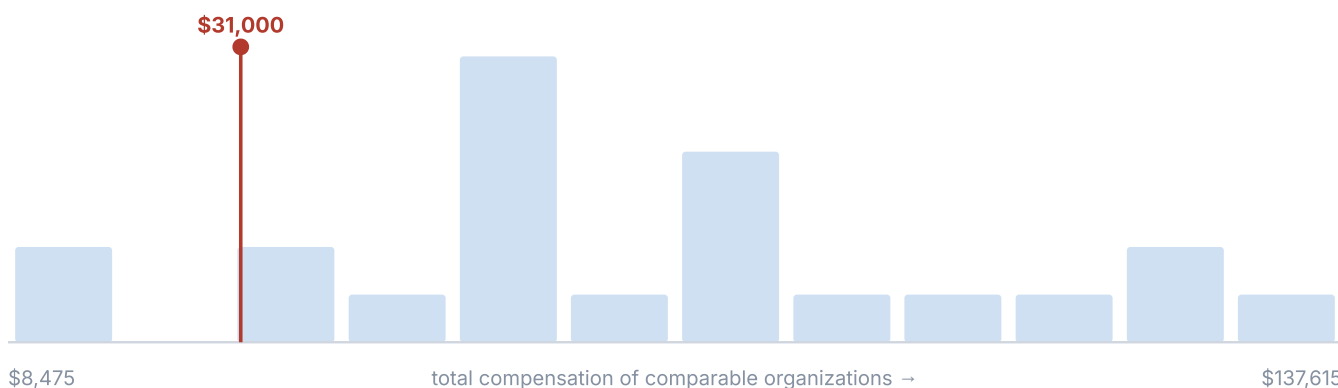
Benchmarked executive: Jennifer Silveira — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (X200).
- BUDGET** Total revenue between \$215,089 and \$481,543 — 0.67x to 1.50x the subject's \$321,029 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (X20) + WA + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$32,808	\$52,779	\$62,623	\$89,929	\$119,966	\$31,000
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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 WA 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
Pastorstays	WA	\$316,409	Secretary/ci	\$78,011	\$78,011	2024
Mission To Seafarers	WA	\$302,189	Operations Director	\$75,721	\$73,769	2025
Eagle Wings Ministries	WA	\$344,770	Executive Director	\$73,080	\$73,080	2024
Hope For The People	WA	\$295,563	President	\$8,500	\$8,751	2023
Harbor Anglican Church	WA	\$292,701	The Reverend	\$117,000	\$120,456	2023
Al-ma Idah Initiative Foundation	WA	\$289,289	Director	\$101,192	\$98,584	2025
Renewal Ministries Northwest	WA	\$354,314	Executive Director	\$55,220	\$55,220	2024
Abraham Blessing Ministries	WA	\$277,788	Director	\$90,000	\$92,658	2023
Creation Illustrated Ministries Inc	WA	\$275,147	Board Secret	\$59,869	\$59,869	2024
Conquest Self Defense	WA	\$264,595	Executive Director	\$79,395	\$81,740	2023
Global Radio Outreach	WA	\$261,175	Executive Dir.	\$50,692	\$52,189	2023
Northwest Church Planting Network	WA	\$254,122	Executive Director	\$112,243	\$115,558	2023
Zeteo Ministries	WA	\$253,683	Director President Missionary	\$58,652	\$58,652	2024
Live Salted	WA	\$248,502	Executive Director	\$56,775	\$56,775	2024
The St Thomas Orthodox Church	WA	\$246,493	Vicar/priest	\$63,500	\$65,376	2023
Ministerio Cielos Abiertos	WA	\$241,430	Officer	\$48,000	\$48,000	2024
Debre Bisrat Kidus Gebriel Ethiopian Orthodox Tewhido	WA	\$236,964	President	\$31,200	\$32,122	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Church						
New Hope For The World	WA	\$220,597	Ceo	\$8,232	\$8,475	2023
Mending Wings	WA	\$424,356	President	\$54,548	\$54,548	2024
Orcas Island Foundation	WA	\$428,094	General Manager	\$38,980	\$38,980	2024
Seattle 2030 District	WA	\$470,995	Executive Director	\$122,323	\$122,323	2024
C3 Leaders	WA	\$471,305	President	\$137,615	\$137,615	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	22 organizations. Compensation range \$8,475–\$137,615; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$321,029); for reference, expenses \$311,358 and assets \$60,037.
ROLE MATCH	Jennifer Silveira, reported title " <i>Vice President</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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	9 th

All sources (D + E + F), adjusted

9th

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 (Jennifer Silveira) 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 22 similarly situated organizations (Same NTEE sector (X20) + WA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,000 is reasonable (approximately the 9th 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.