

National Hispanic Pastors Alliance

Executive Director / CEO

EIN 871439475

MD · NTEE X20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Carlos Duran, Executive Director / CEO** (\$83,895) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

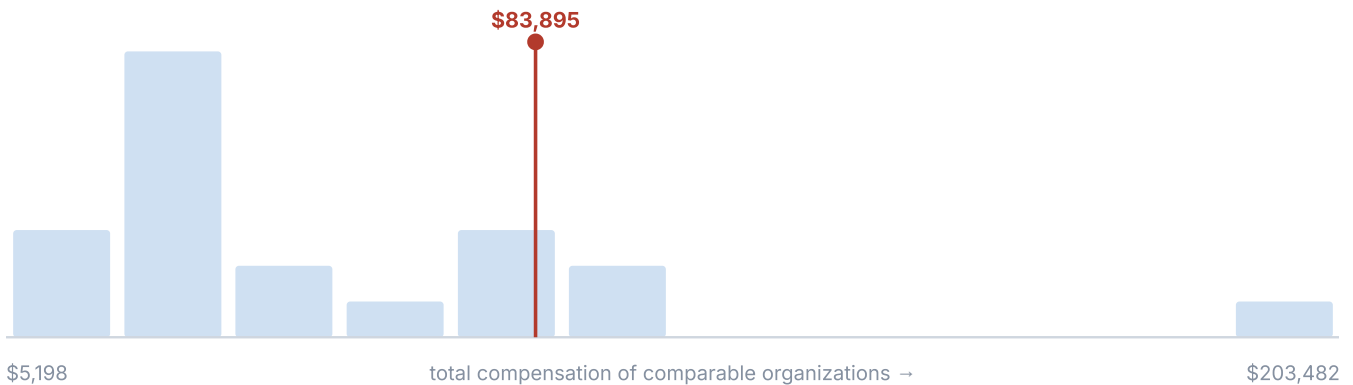
Benchmarked executive: Carlos Duran — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$159,476 and \$357,037 — 0.67x to 1.50x the subject's \$238,025 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + MD + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,460	\$24,777	\$34,392	\$77,242	\$88,746	\$83,895
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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 MD 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
Nacion De Dios Maryland Inc	MD	\$234,847	Pastor	\$26,426	\$27,207	2023
Deeper Life Church Inc	MD	\$232,979	Bishop	\$197,644	\$203,482	2023
Baltimore International Seafarers Center	MD	\$245,112	Executive Director	\$88,588	\$88,588	2024
Cry Of Deliverance Inc	MD	\$245,364	Secretary/treasurer	\$5,198	\$5,198	2024
New Hope Ministries Inc	MD	\$228,698	President, Dir	\$23,642	\$24,340	2023
Interim Ministry Network Inc	MD	\$248,596	Executive Director	\$79,061	\$79,061	2024
Omega Fire Ministries Maryland	MD	\$251,435	President	\$58,000	\$58,000	2024
Love In The Name Of Christ Montgomery County Inc	MD	\$251,741	Exec Director And President	\$92,550	\$90,164	2025
Iglesia Apostoles Y Profetas Monte Los Olivos	MD	\$254,075	2304 Fordham Street Hyattsville, Md 20783	\$19,277	\$19,277	2024
Solomons Porch Worship Center	MD	\$259,584	Employee-internal Auditor And Acc	\$33,350	\$34,335	2023
Iglesia Pentecostal Unida Hispana De Salisbury Inc	MD	\$215,151	President	\$20,000	\$20,591	2023
Iglesia Biblica Peniel	MD	\$210,356	Pastor	\$41,283	\$41,283	2024
Sparrow Ministries Inc	MD	\$199,352	Co-executive Director	\$85,779	\$85,779	2024
Model City Church Inc	MD	\$284,195	Senior Pastor	\$24,208	\$24,923	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Briggs Center For Faith And Action	MD	\$187,981	Executive Director	\$30,000	\$30,886	2023
Ethiopian Orthodox Tewahedo Debre Berhan Holy Trinity Church	MD	\$187,597	Pastor	\$21,600	\$22,238	2023
Women Of Valor Ministries Inc	MD	\$162,907	Executive Director	\$33,461	\$34,449	2023
Poima Movement Inc	MD	\$323,968	Executive Di	\$26,553	\$27,337	2023
Iglesia Cristiana Canaan Defensores	MD	\$332,715	President	\$76,636	\$76,636	2024
Liberty Grace Of God	MD	\$334,444	Senior Pastor	\$49,400	\$50,859	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	20 organizations. Compensation range \$5,198–\$203,482; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$238,025); for reference, expenses \$238,521 and assets \$0.
ROLE MATCH	Carlos Duran, reported title " <i>President</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.
OUTLIERS	1 peer 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	80 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	80 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 (Carlos Duran) 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 10, 2026, comparing compensation against 20 similarly situated organizations (Same NTEE sector (X20) + MD + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,895 is reasonable (approximately the 80th 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 10, 2026.