

This analysis benchmarks the total compensation of **Vincent Vitale, Executive Director / CEO** (\$53,333) against **every comparable organization** that fit the selection criteria — **107** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

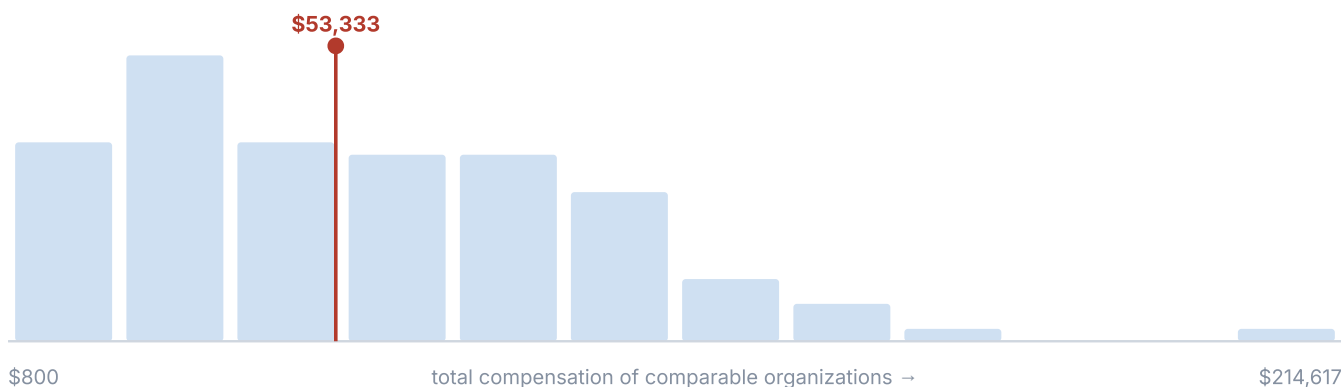
**Benchmarked executive:** Vincent Vitale — reported title “Co-Executive Director”, a **direct title match** to the Executive Director / CEO role.

### How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$199,193 and \$445,956 — 0.67x to 1.50x the subject's \$297,304 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + CA + budget 0.67–1.5x revenue.

**107** organizations qualified on sector, size, and geography → **107** within the band form the benchmarked peer set.

### Distribution of comparable compensation



\$15,983	\$26,974	\$52,000	\$81,615	\$105,582	\$53,333
----------	----------	----------	----------	-----------	----------



## ● 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 CA 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="#">Macintosh Ministries Inc</a>	CA	\$296,946	President	\$64,000	<b>\$65,890</b>	2023
<a href="#">Streetlight Ministries Inc</a>	CA	\$300,517	Trasure And Store Manger	\$31,100	<b>\$31,100</b>	2024
<a href="#">Troy Marshall Ministries</a>	CA	\$291,965	President	\$71,830	<b>\$73,952</b>	2023
<a href="#">Punto De Encuentro</a>	CA	\$291,824	President	\$26,000	<b>\$26,768</b>	2023
<a href="#">Theodyssey Group</a>	CA	\$303,665	President & Ceo	\$110,196	<b>\$107,356</b>	2025
<a href="#">The Barnabas Group-silicon Valley</a>	CA	\$303,958	Managing Partner	\$16,000	<b>\$16,000</b>	2024
<a href="#">Northern California Christian</a>	CA	\$306,593	Manager	\$44,284	<b>\$45,592</b>	2023
<a href="#">Operation Idream</a>	CA	\$306,639	Ceo	\$50,200	<b>\$51,683</b>	2023
<a href="#">Streetlight Christian Ministries</a>	CA	\$287,747	Executive Di	\$51,006	<b>\$51,006</b>	2024
<a href="#">In Grace Mission</a>	CA	\$308,787	Secretary &	\$16,500	<b>\$16,987</b>	2023
<a href="#">Student Impact International</a>	CA	\$284,644	President	\$90,000	<b>\$90,000</b>	2024
<a href="#">Glory Pointe Church</a>	CA	\$282,444	Chief Executive Officer	\$15,500	<b>\$15,958</b>	2023
<a href="#">Love And Conflict Peacemaking Ministries</a>	CA	\$281,211	Ceo	\$11,750	<b>\$11,750</b>	2024
<a href="#">Gdi</a>	CA	\$278,814	Cfo	\$17,000	<b>\$17,000</b>	2024
<a href="#">Beam Kenya</a>	CA	\$318,437	Ceo	\$33,600	<b>\$33,600</b>	2024
<a href="#">Thinking Through Faith</a>	CA	\$319,788	Ceo	\$50,400	<b>\$51,889</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Greek Orthodox Memorial &amp; Cultural</a>	CA	\$274,680	Director	\$26,620	<b>\$27,406</b>	2023
<a href="#">On Campus Ministries</a>	CA	\$323,648	Secretary	\$31,000	<b>\$31,916</b>	2023
<a href="#">Christian Far East Ministry</a>	CA	\$270,380	Chairman	\$7,000	<b>\$7,000</b>	2024
<a href="#">Our Ladys Ministry</a>	CA	\$270,009	321crescentct Brisbane Ca 94005	\$78,942	<b>\$78,942</b>	2024
<a href="#">Unity 4 Orphans</a>	CA	\$325,932	President	\$81,217	<b>\$81,217</b>	2024
<a href="#">House Of Prayer Ignited</a>	CA	\$327,253	President	\$40,000	<b>\$40,000</b>	2024
<a href="#">Korea Christian Gospel Mission Inc</a>	CA	\$327,843	Director Eme	\$21,672	<b>\$21,672</b>	2024
<a href="#">Light Of Zion</a>	CA	\$264,646	Ceo	\$132,000	<b>\$132,000</b>	2024
<a href="#">Frank Hechavarria Ministries Inc</a>	CA	\$330,957	President	\$214,617	<b>\$214,617</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 107 organizations. Compensation range \$800–\$214,617; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$297,304); for reference, expenses \$143,666 and assets \$163,768. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Vincent Vitale, reported title "*Co-Executive Director*", 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	51 <sup>st</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	50 <sup>th</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 (Vincent Vitale) 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 107 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,333 is reasonable (approximately the 50<sup>th</sup> 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.