

Redwoods Global Missions Inc

Executive Director / CEO

EIN 934545397

FL · NTEE Q33

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Samantha Deguzman, Executive Director / CEO** (\$18,500) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

Benchmarked executive: Samantha Deguzman — 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 (Q33).

BUDGET Total revenue between \$55,447 and \$124,137 — 0.67x to 1.50x the subject's \$82,758 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,341	\$10,513	\$28,078	\$65,050	\$100,259	\$18,500
---------	----------	----------	----------	-----------	----------



● 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 FL 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
Advance Access And Delivery Inc	NC	\$83,613	Executive Di	\$54,406	\$59,841	2024
Fountain Of Christ Ministries	FL	\$80,969	Vice President	\$6,000	\$6,000	2024
Iron Kite International	NC	\$84,586	President	\$67,500	\$76,436	2023
Project Hope Ministries	MI	\$88,878	Co-executive Director	\$12,000	\$12,845	2025
Nk Missions Inc	VA	\$89,521	Secretary	\$66,396	\$70,258	2023
Caribbean Resource Ministries	MS	\$72,845	Exe Director	\$23,004	\$28,078	2023
Angels' Haven Outreach	CA	\$92,675	Executive Director	\$139,712	\$128,421	2024
Cambodian Outreach Project	CO	\$67,818	Director	\$14,700	\$15,004	2024
The Grace Children's Foundation	NY	\$67,416	President & Ceo	\$40,000	\$38,476	2024
Foundation Ministries Inc	OH	\$66,635	Treasurer/secretary	\$2,400	\$2,706	2024
Edens Song Ministry Inc	ID	\$65,239	President	\$22,500	\$26,232	2023
Ukraine Childrens Aid Fund Inc	MD	\$100,435	Managing Dir.	\$99,000	\$98,524	2024
World Share Usa	CA	\$100,888	President	\$43,000	\$39,525	2024
Funds For The Missions Inc	TX	\$103,696	Chief Executive Officer	\$6,470	\$7,093	2023
Destined For Grace Children's Relief	CA	\$104,521	Ceo	\$119,710	\$107,199	2025
Ghanaian Mother's Hope Inc	FL	\$60,932	President/treasurer	\$2,600	\$2,600	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Worldhope Corps Inc	CA	\$104,857	Exec Director	\$24,000	\$22,712	2023
Kopernik Solutions	NY	\$59,988	President	\$8,505	\$8,181	2024
Texas Water Mission Inc	TX	\$116,927	Executive Director	\$30,000	\$31,944	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 19 organizations. Compensation range \$2,600–\$128,421; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$82,758); for reference, expenses \$63,532 and assets \$40,397.

ROLE MATCH Samantha Deguzman, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this 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	37th
Total compensation (D + F), as reported (no adjustments)	37th
Reportable pay only (column D), adjusted	37th
All sources (D + E + F), adjusted	37th

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 (Samantha Deguzman) 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 19 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,500 is reasonable (approximately the 37th 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.