

Loaves And Fishes Ministries Inc

Executive Director / CEO

EIN 061328823
 CT · NTEE X20
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Allison Hild, Executive Director / CEO** (\$87,785) against **every comparable organization** that fit the selection criteria — **923** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

Benchmarked executive: Allison Hild — reported title “Executive Dir.”, 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 \$157,979 and \$353,685 — 0.67x to 1.50x the subject's \$235,790 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

923 organizations qualified on sector, size, and geography → **923** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,731	\$29,556	\$53,278	\$87,722	\$120,961	\$87,785
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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 CT 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
Shepherds Heart International	TN	\$235,790	Executive Director	\$6,000	\$6,534	2024
New Foundland Foundation Incorporated	TX	\$235,898	Chair	\$208,000	\$215,543	2024
The Pilgrim Center For Reconciliation	MN	\$235,907	Executive Director	\$68,780	\$68,591	2025
Cbm Of The Upper Cumberland Region Of Tn Inc	TN	\$235,607	Ceo	\$23,377	\$26,208	2023
Matt Clayton Ministriesinternational Inc	TX	\$235,571	Employee	\$60,832	\$63,038	2024
Kingdom Authority Ministries Inc	GA	\$235,511	Chairman Secretary	\$26,000	\$27,882	2023
Mark Ministries	CA	\$235,394	Director	\$49,200	\$44,011	2024
New Beginning Apostolic Church Inc	AL	\$236,212	President/pa	\$22,912	\$26,400	2023
Barnabas Network Inc	SC	\$236,229	Founder	\$78,000	\$86,788	2023
Iglesia Evangelica Apostolica Del Nombre De Jesus Ee Uu Inc	IL	\$236,261	Employee	\$30,000	\$31,456	2023
Living Epistles Ministries	NY	\$236,332	President/tr	\$29,993	\$28,077	2024
Hallal Worship Inc	TN	\$235,214	Executive Di	\$82,107	\$89,407	2024
Buddy Hicks Ministries	TX	\$236,372	President	\$44,829	\$46,455	2024
Mission Ministries Inc	CA	\$236,429	President	\$3,500	\$3,131	2024
Shapoval Ministries International	CA	\$236,438	Ceo	\$100,000	\$92,096	2023
Veritas Shapes Ministries	GA	\$235,085	Director	\$10,315	\$11,062	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Encounter Gods Presence	TX	\$234,992	President	\$74,000	\$78,949	2023
Shepherds Inn Inc	TN	\$236,601	Executive Director	\$48,000	\$53,812	2023
New Hope Christian Ministries	ID	\$234,964	Director	\$42,000	\$46,285	2024
Nacion De Dios Maryland Inc	MD	\$234,847	Pastor	\$26,426	\$26,350	2023
Turning Point Church Of Bay City Tx	TX	\$236,941	Director	\$103,610	\$107,367	2024
Debre Bisrat Kidus Gebriel Ethiopian Orthodox Tewhido Church	WA	\$236,964	President	\$31,200	\$29,792	2023
More Than Bread	CA	\$237,002	President	\$77,174	\$69,035	2024
Partner 10 15 Ministries	SC	\$234,549	Vice President	\$8,058	\$8,709	2024
New Hope Christian Camp And Retreat	SD	\$234,431	Operations Director	\$40,000	\$45,732	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT cost of living and 2023 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 CT 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 923 organizations. Compensation range \$57–\$490,285; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$235,790); for reference, expenses \$260,216 and assets \$1,123,546.

ROLE MATCH Allison Hild, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 23 peers 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	75 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	74 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 (Allison Hild) 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 923 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,785 is reasonable (approximately the 75th 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.