

# Mike Guzzardo Ministries

Executive Director / CEO

EIN 203487721

TX · NTEE X200

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mike Guzzardo, Executive Director / CEO** (\$280,230) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

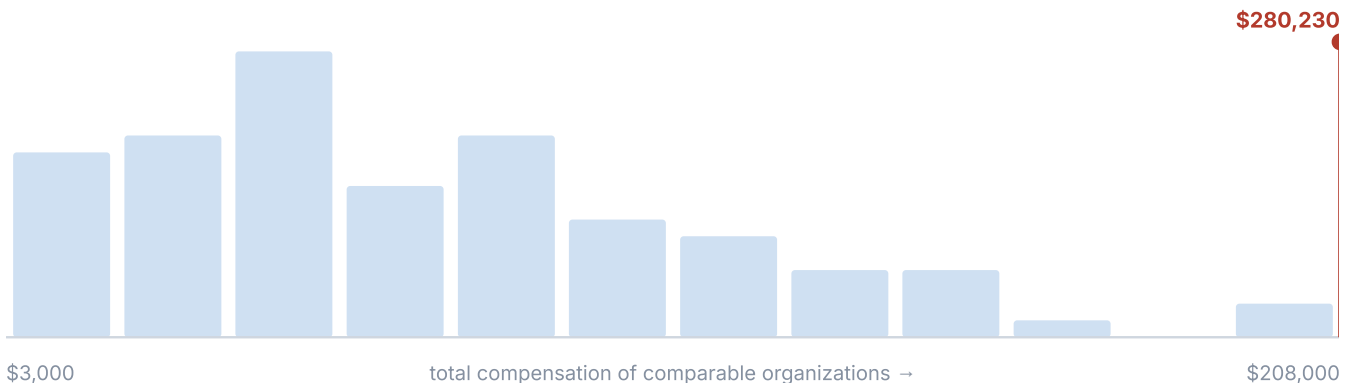
**Benchmarked executive:** Mike Guzzardo — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X200).
BUDGET	Total revenue between \$132,660 and \$297,000 — 0.67x to 1.50x the subject's \$198,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

**85** organizations qualified on sector, size, and geography → **85** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,860	\$33,750	\$54,770	\$99,799	\$135,091	<b>\$280,230</b>
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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 TX 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="#">Free Grace International</a>	TX	\$198,049	Chairman	\$43,500	<b>\$44,785</b>	2023
<a href="#">By Example Missions</a>	TX	\$195,717	Executive Director	\$52,800	<b>\$52,800</b>	2024
<a href="#">Prayermentor</a>	TX	\$202,251	President	\$101,544	<b>\$101,544</b>	2024
<a href="#">Nik Ripken Ministries</a>	TX	\$203,890	President	\$32,400	<b>\$32,400</b>	2024
<a href="#">Joyful Korean Community Church</a>	TX	\$203,890	Senior Pastor	\$29,700	<b>\$30,577</b>	2023
<a href="#">Soundforgers International</a>	TX	\$190,392	President	\$129,166	<b>\$129,166</b>	2024
<a href="#">Christian Outdoor Ministry</a>	TX	\$189,251	President	\$52,100	<b>\$52,100</b>	2024
<a href="#">Gap At Sawmill Meadow</a>	TX	\$206,782	Vice President	\$3,000	<b>\$3,000</b>	2024
<a href="#">Reach Asia Ministries Inc</a>	TX	\$208,646	President/ceo	\$45,500	<b>\$45,500</b>	2024
<a href="#">Trexo Dmm Inc</a>	TX	\$208,903	Director	\$149,605	<b>\$154,024</b>	2023
<a href="#">Ten14 Ministries</a>	TX	\$186,837	Director	\$24,661	<b>\$24,661</b>	2024
<a href="#">Movement Makers Ministries Inc</a>	TX	\$186,602	Director/pre	\$99,799	<b>\$99,799</b>	2024
<a href="#">Armlynk International</a>	TX	\$186,418	Field Director	\$140,000	<b>\$144,135</b>	2023
<a href="#">Biblical Leadership For Excellence Inc</a>	TX	\$209,687	Executive Director	\$82,000	<b>\$82,000</b>	2024
<a href="#">Restoration City Inc</a>	TX	\$186,188	Asst Directo	\$7,875	<b>\$8,108</b>	2023
<a href="#">Go Drill International Inc</a>	TX	\$185,914	President	\$41,748	<b>\$42,981</b>	2023
<a href="#">Empowering Leadership International</a>	TX	\$213,310	President	\$91,235	<b>\$93,930</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Very Bold Ministries Inc</a>	TX	\$214,154	President/di	\$82,500	<b>\$82,500</b>	2024
<a href="#">Agape Indians Ministries Intl Inc</a>	TX	\$181,577	President	\$10,500	<b>\$10,500</b>	2024
<a href="#">Mir Ministries</a>	TX	\$215,688	Secretary/treasurer	\$76,404	<b>\$78,661</b>	2023
<a href="#">Downtown Church Of Christ</a>	TX	\$180,212	Bookkeeper	\$4,200	<b>\$4,200</b>	2024
<a href="#">Illuminate Ministries</a>	TX	\$179,306	Executive Di	\$75,384	<b>\$75,384</b>	2024
<a href="#">Truth Of Life Inc</a>	TX	\$178,016	President	\$137,744	<b>\$137,744</b>	2024
<a href="#">Lifemark Ministries DbA Next Step</a>	TX	\$177,006	Executive Director	\$50,000	<b>\$50,000</b>	2024
<a href="#">Austin Global Ambassadors Inc</a>	TX	\$176,486	Chairman/executive Director	\$102,333	<b>\$102,333</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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** 85 organizations. Compensation range \$3,000–\$208,000; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$198,000); for reference, expenses \$282,415 and assets \$363,428. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Mike Guzzardo, reported title *"President"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 2 peers 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	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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 (Mike Guzzardo) 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 85 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$280,230 is reasonable (approximately the 100<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.