

Bread Of Life Ministries Of Minnesota

Executive Director / CEO

EIN 261334563

MN · NTEE P20

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Robert Lidfors, Executive Director / CEO** (\$14,800) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

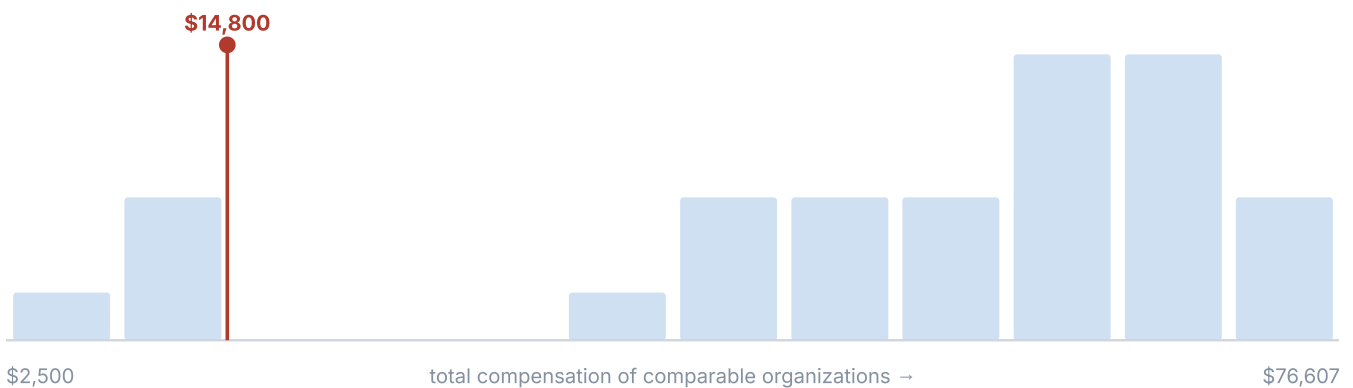
Benchmarked executive: Robert Lidfors — reported title “President/Treas”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$192,843 and \$431,739 — 0.67x to 1.50x the subject's \$287,826 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + MN + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,043	\$44,814	\$58,240	\$66,920	\$70,195	\$14,800
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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 MN 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
Midwest Outdoors Unlimited Inc	MN	\$295,577	President	\$49,500	\$49,500	2024
Love In The Name Of Christ - Big Wo	MN	\$272,036	Executive Di	\$48,000	\$46,763	2025
White Bear Lake Basketball Association	MN	\$269,489	Tournament Director	\$2,500	\$2,500	2024
Common Cup Ministry Inc	MN	\$309,122	Executive Di	\$60,500	\$62,287	2023
Atlas Of Rock County	MN	\$316,230	Director	\$53,166	\$54,736	2023
Restore Recovery	MN	\$258,857	Ceo	\$58,692	\$58,692	2024
Lakes Life Care Center Inc	MN	\$317,595	Director	\$10,800	\$10,800	2024
More	MN	\$244,818	Executive Dir.	\$62,154	\$62,154	2024
American Heroes Outdoors	MN	\$243,227	Gall	\$62,396	\$64,239	2023
Holy Family Adoption Agency	MN	\$242,350	Executive Di	\$58,240	\$58,240	2024
Nursing Heart Inc	MN	\$334,147	Executive Director	\$70,000	\$70,000	2024
Ministry For Orphans And Widows	MN	\$238,480	Ceo/director	\$46,000	\$44,814	2025
Eshara	MN	\$236,213	Executive Director	\$42,000	\$42,000	2024
Legacy Family Center1099	MN	\$228,283	Executive Dir.	\$76,607	\$76,607	2024
Life Mower County	MN	\$224,891	Executive Dir.	\$52,917	\$52,917	2024
Community Resource Center	MN	\$221,304	Executive Director	\$64,954	\$64,954	2024
Breakthrough Ministries Inc	MN	\$356,206	President & Ceo	\$72,000	\$74,127	2023
Innovative Soutions	MN	\$357,353	Executive Director	\$36,400	\$36,400	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Conexiones	MN	\$215,685	Executive Di	\$46,722	\$46,722	2024
Global Village Connect	MN	\$212,206	Executive Di	\$62,708	\$62,708	2024
Uptown Association Inc	MN	\$204,192	Executive Dir.	\$70,000	\$70,000	2024
Vineyard Community Services	MN	\$203,346	Executive Director	\$12,000	\$12,354	2023
The Man Up Club	MN	\$375,696	Executive Dir.	\$40,000	\$40,000	2024
Aitkin County Care Inc	MN	\$384,563	Executive Di	\$52,598	\$52,598	2024
Leonardo's Basement	MN	\$403,541	Co-executive Director	\$68,750	\$68,750	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	29 organizations. Compensation range \$2,500–\$76,607; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$287,826); for reference, expenses \$322,147 and assets \$225,324.
ROLE MATCH	Robert Lidfors, reported title " <i>President/Treas</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	3 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	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	14 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 (Robert Lidfors) 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 29 similarly situated organizations (Same NTEE sector (P20) + MN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,800 is reasonable (approximately the 14th 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.