

Two Guys And A Bible Inc

Executive Director / CEO

EIN 272899934

MO · NTEE X80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Donald R Allen Jr, Executive Director / CEO** (\$21,554) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

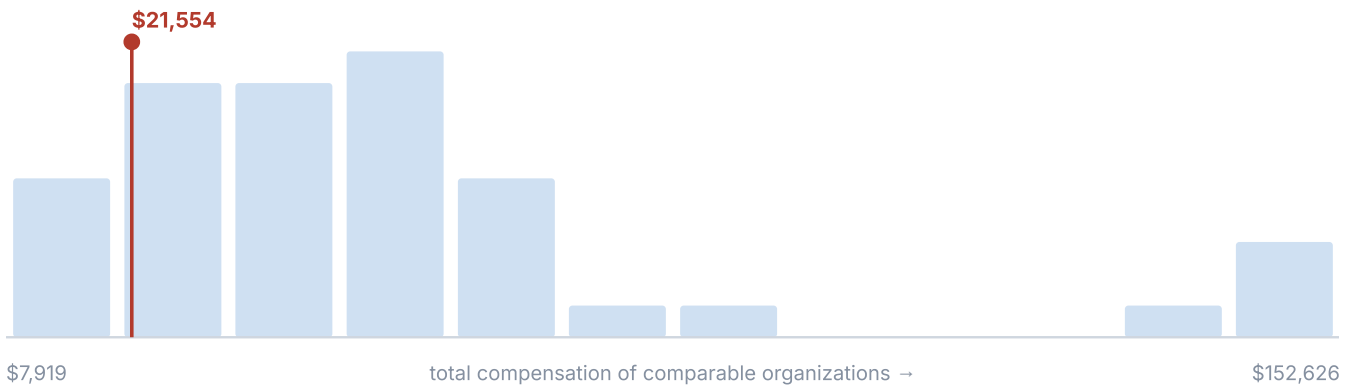
Benchmarked executive: Donald R Allen Jr — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X80).
BUDGET	Total revenue between \$181,429 and \$406,186 — 0.67x to 1.50x the subject's \$270,791 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X80), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,033	\$23,846	\$43,770	\$56,855	\$84,668	\$21,554
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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 MO 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
Ao Lab	MI	\$269,464	Executive Director	\$12,000	\$11,066	2025
Creative Media Ministries Inc	CA	\$272,426	President	\$68,173	\$53,985	2024
Lifegate Inc	IN	\$267,523	President	\$54,000	\$53,766	2023
Friends Of The Bridegroom	MO	\$275,560	Chairman	\$18,000	\$17,033	2025
Highway 19 Ministries	WA	\$277,333	President	\$25,200	\$20,691	2024
Church Prayer Leaders Network Inc	IN	\$260,838	Chairman	\$46,000	\$44,486	2024
Center For Cultural Leadership	CA	\$255,946	President	\$43,861	\$34,733	2024
Take Me To Truth Inc	CO	\$255,335	Director	\$14,400	\$12,663	2024
Thrive City Church	AZ	\$251,420	Colbert	\$60,979	\$53,782	2024
Joseph Devineaux International Inc	FL	\$251,175	President	\$48,050	\$42,618	2023
Vietnamese Outreach International	VA	\$291,604	President	\$49,432	\$43,770	2024
Jehu Ministries International Inc	MI	\$247,811	Pastor - Dir	\$151,200	\$143,120	2024
Odyssey Impact Inc	NY	\$246,229	Executive Dir.	\$175,000	\$149,303	2023
Lumenations	AR	\$243,295	Executive Director	\$46,000	\$47,418	2024
Disciple Daily Inc	TX	\$242,576	President/di	\$23,678	\$22,363	2023
Impact Television Network	CA	\$303,990	Chernyetsky	\$15,600	\$12,353	2024
Heidelberg Reformation Association	CA	\$236,699	President	\$10,000	\$7,919	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Unashamed Truth Ministries Inc	NC	\$233,972	Managing Director	\$60,000	\$56,855	2024
Archangel Gabriel Enterprises Inc	OH	\$227,715	Secretary/tr	\$59,119	\$57,423	2024
Sheryl Brady Ministries Inc	TX	\$318,319	President	\$138,483	\$130,790	2023
The Roys Report Nfp	IL	\$319,095	President	\$76,561	\$71,065	2023
Mission Delafe Inc	MD	\$321,742	President	\$45,500	\$40,163	2023
Lineage Journey Inc	CA	\$218,856	Ceo	\$26,927	\$21,323	2024
Northwest Energy Supply Cooperative	OR	\$217,866	Chief Exec O	\$28,000	\$23,846	2024
Proyecto Fuerte Pregon	TX	\$333,602	Director	\$34,477	\$32,562	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	41 organizations. Compensation range \$7,919–\$152,626; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$270,791); for reference, expenses \$155,541 and assets \$326,575. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Donald R Allen Jr, reported title <i>"PRESIDENT"</i> , 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 4 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	20 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	20 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 (Donald R Allen Jr) 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 41 similarly situated organizations (Same NTEE sector (X80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,554 is reasonable (approximately the 20th 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.