

# Bread Of Life International Inc

Executive Director / CEO

EIN 474520472

AZ · NTEE X01

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Richard Nungesser, Executive Director / CEO** (\$116,365) against the **2000** closest of **2,035** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Richard Nungesser — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

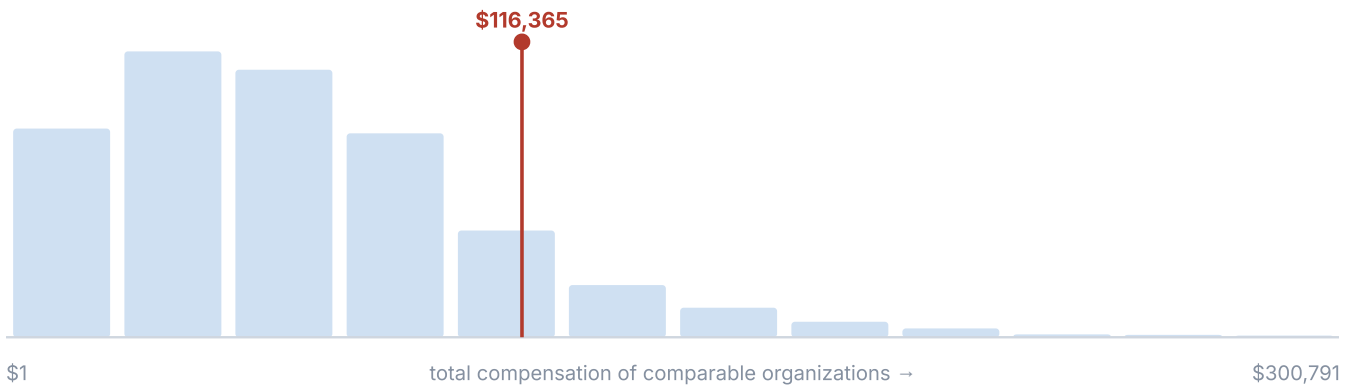
**SECTOR** Organizations sharing the subject's NTEE classification (X01).

**BUDGET** Total revenue between \$236,660 and \$529,837 — 0.67x to 1.50x the subject's \$353,225 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

**2,035** organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$16,111	\$33,011	\$58,536	\$89,120	\$124,066	<b>\$116,365</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 AZ 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="#">Gotta Go Corporation</a>	OR	\$353,331	President	\$24,000	<b>\$23,175</b>	2024
<a href="#">Alexandrian Forum Inc Db Watermark Gospel</a>	FL	\$353,356	President	\$88,800	<b>\$86,741</b>	2024
<a href="#">Destiny Align Ministries Inc</a>	FL	\$353,009	Executive Di	\$67,115	<b>\$67,495</b>	2023
<a href="#">Gary &amp; Drenda Keesee Ministries</a>	OH	\$352,916	President	\$157,000	<b>\$172,905</b>	2024
<a href="#">Sherman Aten Ministries Inc</a>	TX	\$353,663	President	\$96,015	<b>\$97,293</b>	2025
<a href="#">Crosswind</a>	MS	\$352,680	Exe Dir Of Counseling	\$61,245	<b>\$70,926</b>	2024
<a href="#">Glocal Community Partners</a>	ID	\$352,614	Co-director	\$45,000	<b>\$49,776</b>	2024
<a href="#">Kingdom Conditioning Ministries</a>	CA	\$352,610	President	\$237,414	<b>\$213,167</b>	2024
<a href="#">Twin Oaks Christian Camp And Retreat Center</a>	TX	\$353,881	Executive Director	\$72,038	<b>\$77,142</b>	2023
<a href="#">College &amp; Career Ministries Inc</a>	CA	\$353,936	Exec Director	\$24,480	<b>\$22,629</b>	2023
<a href="#">Center Dc</a>	DC	\$353,954	Executive Director	\$45,449	<b>\$41,470</b>	2024
<a href="#">Florence Villa Community Development</a>	FL	\$352,472	Executive Director	\$84,505	<b>\$84,984</b>	2023
<a href="#">The Women's Rabbinic Network Ltd</a>	NY	\$354,036	Executive Director	\$109,763	<b>\$100,474</b>	2025
<a href="#">Frontline Evangelism Inc</a>	TX	\$354,092	Officer	\$33,000	<b>\$34,324</b>	2024
<a href="#">Halifax Regional Development Foundation</a>	VA	\$352,267	Director/treasurer	\$186,150	<b>\$192,409</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">In Yahshua's Name Inc</a>	CA	\$352,256	President	\$52,500	<b>\$48,531</b>	2023
<a href="#">Kansas Interfaith Action Inc</a>	KS	\$352,186	Executive Dir.	\$70,000	<b>\$78,633</b>	2024
<a href="#">Ondas De Vida Network</a>	CA	\$352,139	President	\$26,400	<b>\$24,404</b>	2023
<a href="#">Renewal Ministries Northwest</a>	WA	\$354,314	Executive Director	\$55,220	<b>\$51,406</b>	2024
<a href="#">Childrens Ministry Resources</a>	WA	\$352,129	President	\$44,200	<b>\$42,363</b>	2023
<a href="#">Crossroads Fellowship Foundation</a>	NC	\$354,364	President	\$31,979	<b>\$34,358</b>	2024
<a href="#">John Murry Evangelistic Association</a>	MO	\$354,485	President	\$9,300	<b>\$10,545</b>	2023
<a href="#">Hub Community Development Corporation</a>	AL	\$351,943	Executive Director	\$30,000	<b>\$34,695</b>	2023
<a href="#">Mission Support Network</a>	CA	\$354,618	President	\$75,306	<b>\$69,612</b>	2023
<a href="#">Freedom In Jesus Ministries Inc</a>	TX	\$354,631	President	\$25,988	<b>\$27,830</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 2000 organizations. Compensation range \$1–\$300,791; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$353,225); for reference, expenses \$427,633 and assets \$140,156.

**ROLE MATCH** Richard Nungesser, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	68 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	56 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	88 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	86 <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 (Richard Nungesser) 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 10, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$116,365 is reasonable (approximately the 88<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 10, 2026.