

# Bobby Garcia Ministries

Executive Director / CEO

EIN 742907294

TX · NTEE X21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Roberto Garcia, Executive Director / CEO** (\$3,600) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 8<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Roberto Garcia — 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 (X21).

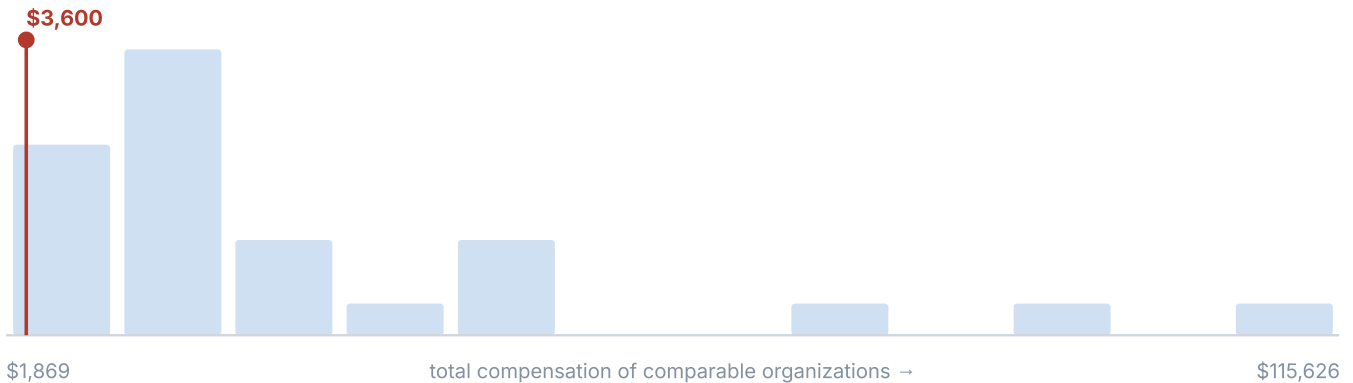
**BUDGET** Total revenue between \$29,382 and \$65,782 — 0.67x to 1.50x the subject's \$43,855 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography

→ **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,985

\$11,913

\$19,193

\$35,839

\$64,653

**\$3,600**



## ■ 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="#">The Bubba Adventure-it's All 4 Him</a>	TX	\$42,367	Executive Director	\$16,500	<b>\$16,500</b>	2024
<a href="#">Nation Strategy</a>	AZ	\$42,148	President	\$19,390	<b>\$19,193</b>	2023
<a href="#">Praise Unlimited - Wayne West Ministries Inc</a>	PA	\$45,644	President	\$15,000	<b>\$15,395</b>	2023
<a href="#">Mission Hope International</a>	HI	\$45,766	President	\$13,194	<b>\$12,158</b>	2023
<a href="#">Divine Temple Of God Ministries Church Inc</a>	MD	\$41,433	Minister	\$2,000	<b>\$1,869</b>	2024
<a href="#">Revivelif Church Inc</a>	OK	\$41,146	Campus Pastor	\$4,000	<b>\$4,533</b>	2023
<a href="#">Tree Of Life Ministries Of Daytona</a>	FL	\$40,059	President	\$80,860	<b>\$75,938</b>	2024
<a href="#">Heartcry For Change</a>	WA	\$39,270	President	\$15,000	<b>\$13,822</b>	2023
<a href="#">Dong Wha Sa Inc</a>	GA	\$48,872	Ceo	\$3,600	<b>\$3,619</b>	2024
<a href="#">Winner's Circle International Inc</a>	LA	\$49,006	President	\$41,000	<b>\$46,466</b>	2023
<a href="#">Wright Way Ministries Inc</a>	FL	\$38,033	President	\$30,000	<b>\$28,174</b>	2024
<a href="#">Sportworks Ministry Inc</a>	NC	\$37,297	Campus Director	\$3,000	<b>\$3,191</b>	2023
<a href="#">Ross Ministries Inc</a>	TX	\$37,273	President	\$112,309	<b>\$115,626</b>	2023
<a href="#">Discovery Missions International Inc</a>	TX	\$34,820	Director	\$92,644	<b>\$95,380</b>	2023
<a href="#">Methodist Church Nigeria Usa Inc</a>	MD	\$34,536	Minister In Charge	\$13,500	<b>\$12,990</b>	2023
<a href="#">Go Forth Ministries</a>	CA	\$53,471	Chief Executive Office	\$24,000	<b>\$20,718</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Christ's Servants Abroad</a>	FL	\$33,600	President	\$24,000	<b>\$22,539</b>	2024
<a href="#">Principles Of Kingdom Living Ministries Inc</a>	FL	\$32,410	President	\$6,500	<b>\$6,104</b>	2024
<a href="#">He Will Restore Ministries</a>	CO	\$31,304	President	\$10,500	<b>\$10,362</b>	2023
<a href="#">Awaken Ministries</a>	MI	\$30,116	Executive Director	\$39,934	<b>\$42,423</b>	2023
<a href="#">Ambassadors For Business</a>	MN	\$62,421	Executive Di	\$19,039	<b>\$19,362</b>	2023
<a href="#">Avalon Worship</a>	TX	\$62,707	Vice President	\$24,000	<b>\$24,000</b>	2024
<a href="#">Life Awakening</a>	PA	\$62,709	President	\$46,500	<b>\$47,726</b>	2023
<a href="#">North America Mainland Chinese Mission</a>	NM	\$64,499	Pastoral And Executive Minister	\$32,376	<b>\$35,839</b>	2023
<a href="#">Love Unlimited Community Church</a>	CA	\$64,997	Founders Pastor Ceo	\$13,800	<b>\$11,913</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** 25 organizations. Compensation range \$1,869–\$115,626; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$43,855); for reference, expenses \$19,066 and assets \$161,447. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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

**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	8 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	8 <sup>th</sup>
Reportable pay only (column D), adjusted	24 <sup>th</sup>
All sources (D + E + F), adjusted	8 <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 (Roberto Garcia) 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 25 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,600 is reasonable (approximately the 8<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.