

# Andres Bissoni Ministries Inc

Executive Director / CEO

EIN 760657630

TX · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Andres Bissoni, Executive Director / CEO** (\$80,400) against **every comparable organization** that fit the selection criteria — **130** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69<sup>th</sup>** percentile of comparable organizations within the typical range

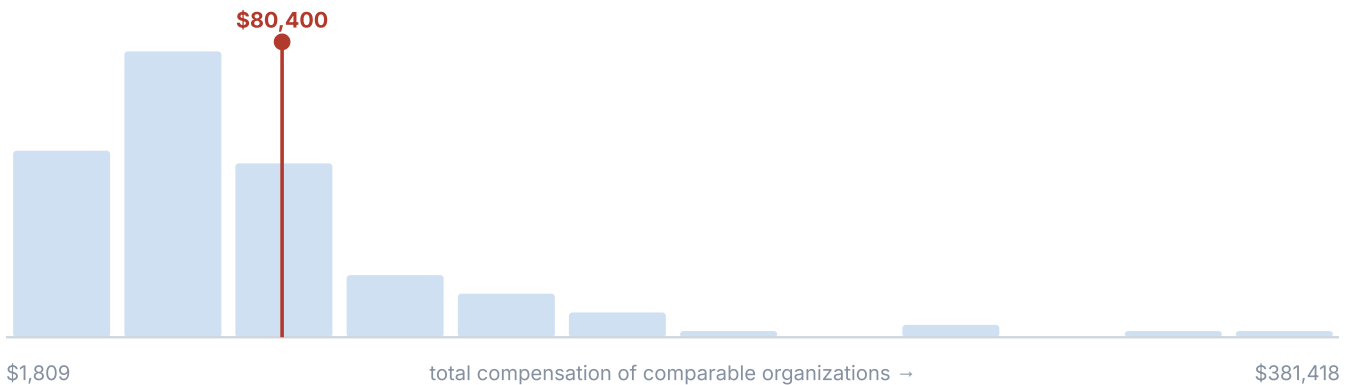
**Benchmarked executive:** Andres Bissoni — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$266,714 and \$597,121 — 0.67x to 1.50x the subject's \$398,081 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

**130** organizations qualified on sector, size, and geography → **130** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,079	\$35,072	\$57,658	\$86,937	\$139,801	\$80,400
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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="#">For Her</a>	TX	\$400,509	Ceo	\$83,634	<b>\$83,634</b>	2024
<a href="#">Kidstand Ministries Inc</a>	TX	\$394,160	President	\$47,035	<b>\$48,424</b>	2023
<a href="#">Legacy Outfitters</a>	TX	\$392,917	President	\$68,000	<b>\$70,009</b>	2023
<a href="#">Kingdom Come Ministries Inc</a>	TX	\$392,507	Co-executive Director	\$68,360	<b>\$68,360</b>	2024
<a href="#">Christ Healing Center Ministries</a>	TX	\$404,552	Executive Director	\$39,583	<b>\$39,583</b>	2024
<a href="#">New Creation Training Center Inc</a>	TX	\$405,837	President	\$63,245	<b>\$63,245</b>	2024
<a href="#">Grow Gospel Initiatives</a>	TX	\$390,281	President And Missionary	\$36,540	<b>\$36,540</b>	2024
<a href="#">Servant House Education Ministries And</a>	TX	\$389,411	President	\$11,372	<b>\$11,372</b>	2024
<a href="#">Ucb International Ministries</a>	TX	\$408,930	Director	\$45,757	<b>\$45,757</b>	2024
<a href="#">Pearl Haven Ministries Inc</a>	TX	\$383,369	President	\$31,600	<b>\$31,600</b>	2024
<a href="#">Harvest Family Life Ministries</a>	TX	\$415,540	Ceo	\$125,000	<b>\$128,692</b>	2023
<a href="#">Emerging Grace Ministries Inc</a>	TX	\$380,424	Founder And Executive Directo	\$25,179	<b>\$25,923</b>	2023
<a href="#">The Roots Network</a>	TX	\$376,969	Pastor	\$118,696	<b>\$118,696</b>	2024
<a href="#">Leslie James DbA Alter Ministries Inc</a>	TX	\$376,098	President	\$27,226	<b>\$27,226</b>	2024
<a href="#">Hope For The Harvest Inc</a>	TX	\$375,152	Executive Director	\$77,131	<b>\$77,131</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Heart For The World Ministries</a>	TX	\$421,467	Pres. / Executive Director	\$55,575	<b>\$57,217</b>	2023
<a href="#">Debra George Ministries</a>	TX	\$374,197	President	\$77,710	<b>\$80,005</b>	2023
<a href="#">Prayers Of The People</a>	TX	\$373,703	President	\$75,120	<b>\$77,339</b>	2023
<a href="#">Wilderness Trek Christian Camp Inc</a>	TX	\$372,449	Exec Dir →0	\$110,032	<b>\$113,282</b>	2023
<a href="#">Charis Streams Missions</a>	TX	\$424,118	President/di	\$12,000	<b>\$12,000</b>	2024
<a href="#">Women On The Rock Inc</a>	TX	\$371,578	Executive Di	\$45,000	<b>\$45,000</b>	2024
<a href="#">Tapestry Counseling Of East Texas Inc</a>	TX	\$371,445	Clinic Director	\$17,100	<b>\$17,100</b>	2024
<a href="#">Reino Capital</a>	TX	\$369,607	Executive Director	\$106,090	<b>\$106,090</b>	2024
<a href="#">Relationships For Christ Ministries</a>	TX	\$427,905	President	\$45,400	<b>\$46,741</b>	2023
<a href="#">Time For Christ Inc</a>	TX	\$367,676	Director/jail Ministries Chaplain	\$54,000	<b>\$52,608</b>	2025

**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** 130 organizations. Compensation range \$1,809–\$381,418; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$398,081); for reference, expenses \$319,299 and assets \$1,435,595.

ROLE MATCH	Andres Bissonni, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	69 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	74 <sup>th</sup>
All sources (D + E + F), adjusted	68 <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 (Andres Bissonni) 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 130 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,400 is reasonable (approximately the 69<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.