

Fairview Mountain Ministries Inc

Executive Director / CEO

EIN 202145013
 NC · NTEE X20
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Ron Gurley, Executive Director / CEO** (\$41,960) against **every comparable organization** that fit the selection criteria — **140** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

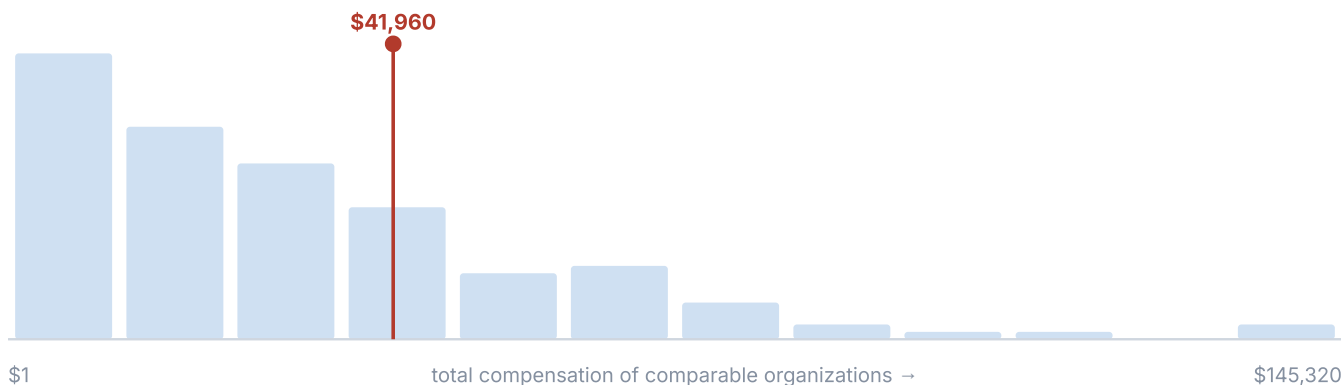
Benchmarked executive: Ron Gurley — reported title "EXECUTIVE DIRECTORNON VOTING", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

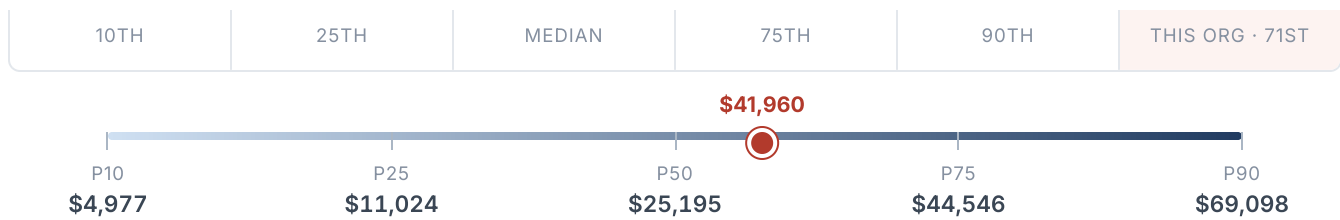
SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$54,967 and \$123,061 — 0.67x to 1.50x the subject's \$82,041 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

140 organizations qualified on sector, size, and geography → **140** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,977	\$11,024	\$25,195	\$44,546	\$69,098	\$41,960
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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 NC 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
Men Of Resolution	CA	\$82,247	President	\$6,000	\$5,014	2024
Stephen Tong Evangelistic Ministries International	OH	\$82,410	President And Missionary	\$18,500	\$18,964	2024
Steve Henshaw Ministry Inc	MO	\$82,655	President	\$134,710	\$138,085	2024
Ministerio International El Shadai Corp	FL	\$82,662	President	\$12,000	\$11,232	2023
Good News For Little People	TN	\$80,900	President	\$23,205	\$23,606	2024
The Journey Center	CA	\$80,696	Executive Dir.	\$32,120	\$27,636	2023
Pray The Bay Area	CA	\$83,451	Treasurer	\$18,000	\$15,043	2024
Deborah Stricklin Ministries	TN	\$79,563	Executive Director	\$2,400	\$2,442	2024
Parresia Inc	AL	\$84,570	Gunn	\$7,000	\$7,535	2023
The Cana Project Inc	CA	\$79,385	President	\$70,155	\$60,360	2023
Christ Center Church	AL	\$79,152	Pastor	\$14,725	\$15,396	2024
New Life Network	GA	\$85,382	Director	\$60,000	\$60,111	2023
Faith Ministry Evangelistic Assoc	IL	\$78,684	Presidentsenior Pastor	\$11,804	\$11,563	2023
Iglesia Cristiana De Restauracion Inc	CA	\$78,576	President	\$28,800	\$24,779	2023
Great Light Tao	CA	\$85,527	Chairman	\$79,589	\$66,513	2024
Kerith Springs Lodge Inc	OR	\$78,477	Director	\$1,534	\$1,379	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Centro Aviva Iglesia De Jesucristo Nueva	CA	\$85,640	President & Ceo	\$36,300	\$30,336	2024
Ministerio Evangelistico Cristo Te Llama Inc	IN	\$85,700	President	\$26,000	\$26,536	2024
20d Ministries	CO	\$77,871	President &	\$49,400	\$45,844	2024
New Life Fellowship Ministries Inc	MS	\$77,786	President	\$13,200	\$14,228	2024
One Kingdom Mission	GA	\$86,380	Pastor	\$42,500	\$41,357	2024
Center For Pastoral Effectiveness	CO	\$86,674	Director	\$31,000	\$28,768	2024
Center For Children And Theology	DC	\$86,729	Director Of Cctheo (Not On The Board)	\$27,385	\$23,945	2023
Xpansion Ministries	TX	\$77,300	President	\$4,800	\$4,647	2024
Spirit And Truth Ministries Of	OH	\$77,133	Senior Pastor/executive Director	\$19,308	\$19,792	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 140 organizations. Compensation range \$1–\$145,320; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$82,041); for reference, expenses \$87,681 and assets \$518,603.

ROLE MATCH Ron Gurley, reported title "EXECUTIVE DIRECTOR NON VOTING", benchmarked as Executive Director / CEO. The title maps directly to this 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 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	71 st
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	71 st

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 (Ron Gurley) 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 140 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,960 is reasonable (approximately the 71st 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.