PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Africa Fire Mission

Executive Director / CEO

EIN **462657782**
OH · NTEE Q30
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Nancy Moore Moore Development, Executive Director / CEO** ($85,000) against **every comparable organization** that fit the selection criteria — **146** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 85th percentile of comparable organizations

within the typical range

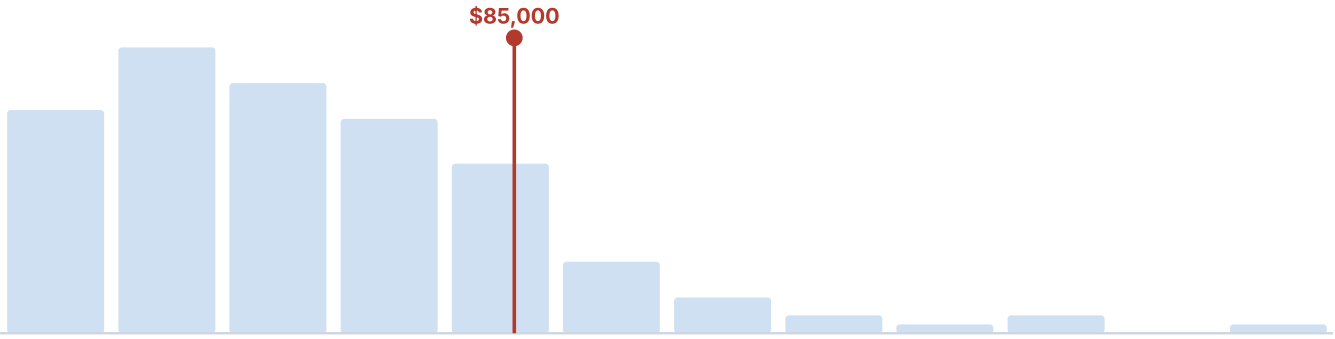
> **Benchmarked executive:** Nancy Moore Moore Development — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q30).
BUDGET	Total revenue between $243,652 and $545,491 — 0.67× to 1.50× the subject's $363,661 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue.

146 organizations qualified on sector, size, and geography → **146** within the band form the benchmarked peer set.

Distribution of comparable compensation



$1,855 total compensation of comparable organizations → $217,510

$14,191	$28,261	$51,190	$74,059	$97,057	$85,000

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 OH 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
Reincorporated Nfp	TX	$363,645	President, Ceo	$25,000	**$24,308**	2023
Iron Sharpens Iron Mentoring Inc	NV	$363,712	Executive Director	$64,989	**$61,505**	2024
Giao Diem Humanitarian Foundation Inc	CA	$363,955	Director	$5,000	**$4,076**	2024
Apparent Project	WA	$364,312	President	$10,500	**$9,138**	2023
Be Free Revolution Inc	TN	$365,192	President	$39,005	**$38,710**	2024
The Vimm Fund World Missions Dp Cog	SC	$367,138	Executive Director	$9,906	**$9,757**	2024
Konbit Haiti	AL	$367,155	Co-executive Director	$26,017	**$26,537**	2024
Alongsideasia Inc	GA	$367,472	Trustee	$31,000	**$30,299**	2023
Forget Me Not Ministries Inc	IN	$359,736	President	$45,736	**$46,883**	2023
The Humanity Share Inc	IL	$368,692	Treasurer	$59,573	**$56,930**	2023
International Association For Hospice And Palliative Care Inc	TX	$369,777	Executive Director	$6,000	**$5,834**	2023
Project Soar Marrakech	DC	$357,057	Co-founder & Ceo	$48,379	**$40,083**	2024
Latin American Missions Board Inc	WI	$356,780	Missionary D	$32,998	**$32,537**	2024
Friendship With Cambodia	OR	$374,761	Treasurer	$93,113	**$81,641**	2024
Right Steps Inc	GA	$374,765	Executive Di	$58,321	**$55,366**	2024
World Wide Hispanic Outreach Inc	IN	$351,602	Executive Director	$24,000	**$23,896**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Korea Foundation International	MN	$376,598	Ceo, President	$9,000	**$8,644**	2023
Millennium Campus Network Inc	MA	$376,676	Executive Director	$68,376	**$58,012**	2024
Ivu Med	UT	$378,022	Director	$122,917	**$115,715**	2025
Global Seed Planters	MN	$378,056	President	$54,467	**$52,315**	2023
Women In The Window International Inc	FL	$349,140	Executive Director	$79,217	**$72,338**	2023
Mexico Ministries Inc	TX	$348,483	President	$35,896	**$34,903**	2023
Enchanted Peach Children's Foundation	GA	$380,018	Executive Director	$75,000	**$71,200**	2024
Mission Housing Ministries Inc	FL	$346,937	Director	$59,896	**$53,125**	2024
Arlene Campbell Humanitarian Foundation	TX	$380,640	President	$3,140	**$2,966**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	**146** organizations. Compensation range $1,855–$217,510; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($363,661); for reference, expenses $340,692 and assets $317,944.
ROLE MATCH	Nancy Moore Moore Development, reported title *"EXECUTIVE DIRECTOR"*, 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	5 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	**85th**
Total compensation (D + F), as reported (no adjustments)	**78th**
Reportable pay only (column D), adjusted	**86th**
All sources (D + E + F), adjusted	**84th**

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 (Nancy Moore Moore Development) 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 146 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $85,000 is reasonable (approximately the 85th 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.