

Vision 938 Inc

Executive Director / CEO

EIN 463775258

GA · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Byron Johnson, Executive Director / CEO** (\$117,477) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (X20).

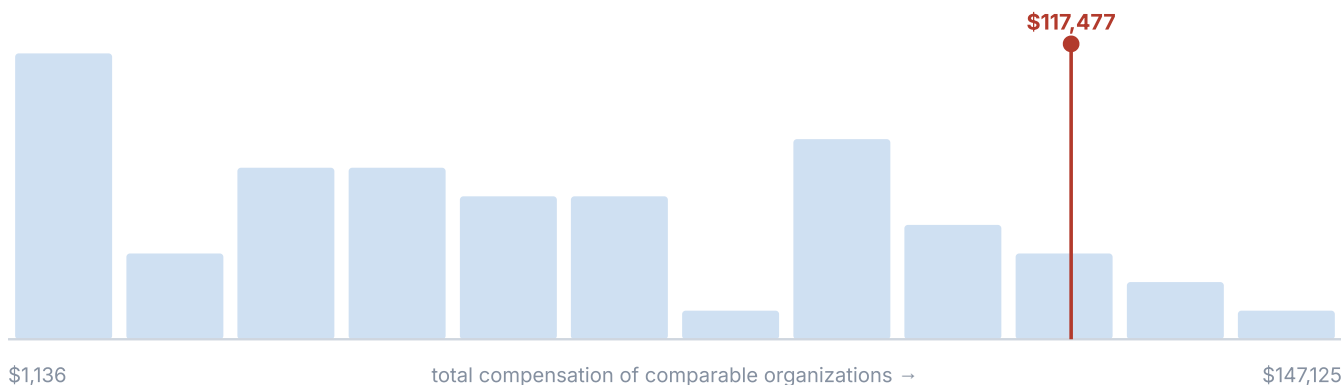
BUDGET Total revenue between \$220,489 and \$493,633 — 0.67x to 1.50x the subject's \$329,089 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20) + GA + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography

→ **53** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$10,185	\$26,000	\$51,479	\$90,898	\$110,760	\$117,477
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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 GA 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
Waymaker International Ministries	GA	\$329,726	Executive Director	\$10,452	\$10,152	2024
The American Vision Inc	GA	\$326,882	President	\$103,000	\$100,045	2024
Imago Dei Motorcycle Ministry	GA	\$331,868	Mitchell Sr	\$6,010	\$5,838	2024
Young Leaders International Inc	GA	\$334,057	Executive Director	\$105,058	\$102,044	2024
Gods Glory Ministries International Inc	GA	\$339,459	President	\$77,256	\$75,040	2024
Camp Crosspoint	GA	\$339,537	Executive Di	\$44,666	\$43,385	2024
Sandra Kennedy Ministries Inc	GA	\$317,845	President/trustee	\$72,000	\$69,934	2024
Chris Musgrove Ministries Inc	GA	\$310,380	President	\$10,400	\$10,102	2024
Street Love Ministries Inc	GA	\$304,741	Ceoboard Chair	\$29,167	\$28,330	2024
One Lifeline Ministry Inc	GA	\$304,469	President	\$63,539	\$61,716	2024
Higher Ground Usa Inc	GA	\$302,393	Executive Director	\$113,669	\$113,669	2023
Culture Link Inc	GA	\$301,423	President	\$92,500	\$89,846	2024
Echo Ministries Incorporated	GA	\$295,464	Ceo	\$69,961	\$67,954	2024
Experience Israel Now Inc	GA	\$293,906	Ceo	\$114,948	\$111,650	2024
Regenerating Life Ministries Inc	GA	\$371,778	Teaching Pastor	\$132,550	\$132,550	2023
Mtn2sea Outfitters Inc	GA	\$285,346	Director	\$60,000	\$60,000	2023
Rushtons Hope Inc	GA	\$284,702	President	\$19,399	\$18,842	2024
Onerace Inc	GA	\$284,191	Ceo/director	\$112,787	\$112,787	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Proskunee Ministries Inc	GA	\$374,634	President	\$52,127	\$50,631	2024
Cpc Of The Wmm-norcross Ga-one Inc	GA	\$277,858	Pastor	\$48,000	\$46,623	2024
Campus Clubs Inc	GA	\$381,827	Executive Di	\$64,084	\$64,084	2023
Blackwelder Ministries Inc	GA	\$382,707	President	\$151,471	\$147,125	2024
Randy Perry Ministries Inc	GA	\$274,608	Pres./dir.	\$53,000	\$51,479	2024
The Sudie Clark Hanger Missionary Care Ministry	GA	\$273,583	Development Chair	\$12,900	\$12,530	2024
Promise International	GA	\$270,657	Founder	\$13,000	\$12,627	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2023 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 GA 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	53 organizations. Compensation range \$1,136–\$147,125; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$329,089); for reference, expenses \$330,090 and assets \$78,913.
ROLE MATCH	Byron Johnson, reported title "CEO", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	94 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	91 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 (Byron Johnson) 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 53 similarly situated organizations (Same NTEE sector (X20) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$117,477 is reasonable (approximately the 94th 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.