

Barbier Ministries Inc

Executive Director / CEO

EIN 465698271

LA · NTEE X21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kody Barbier, Executive Director / CEO** (\$41,890) against **every comparable organization** that fit the selection criteria — **297** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

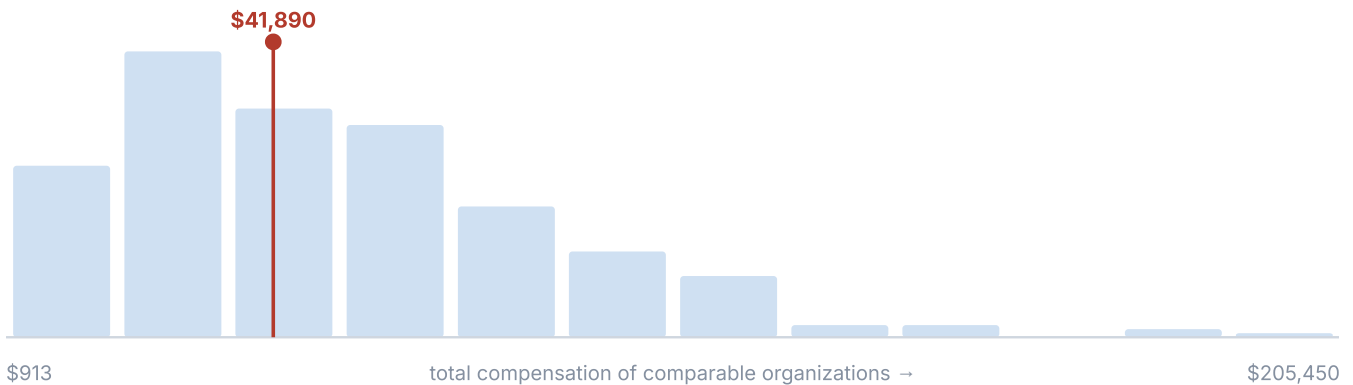
Benchmarked executive: Kody Barbier — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$147,574 and \$330,391 — 0.67x to 1.50x the subject's \$220,261 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

297 organizations qualified on sector, size, and geography → **297** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,253	\$27,096	\$44,648	\$72,478	\$99,642	\$41,890
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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 LA 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
Jeremiah Bolich Ministries Inc	TN	\$220,462	President	\$31,164	\$29,749	2024
Exalt The Word Inc	MO	\$220,012	Executive Director	\$29,788	\$29,499	2023
Leadership Revolution Inc	GA	\$221,594	Executive Director Director	\$108,000	\$98,618	2024
Legacy Ministries Of El Paso Inc	TX	\$218,882	Director	\$69,745	\$67,905	2022
Ministerio Gloria De Sion Inc	CA	\$221,690	President	\$36,000	\$29,065	2023
The Spirit Of Elijah Ministries International	TX	\$222,082	Executive Director	\$133,883	\$121,624	2024
Walk-about-ministry Inc	FL	\$218,211	Secretary	\$14,144	\$12,423	2023
Firm Foundation Ministries Inc	KS	\$222,637	President	\$48,030	\$48,515	2023
Ambush Ministries Inc	WY	\$222,842	President	\$82,200	\$77,876	2025
Care Corps International Inc	CA	\$222,906	Exec Dir	\$84,000	\$65,872	2024
Beyond Survival Ministries Inc	PA	\$217,511	President/executive Director	\$19,600	\$17,751	2024
Agape Source Inc	FL	\$223,787	President	\$29,718	\$25,354	2024
Greenview Madani Center Inc	GA	\$224,036	Director	\$36,400	\$33,238	2024
New Life International Christian	TX	\$215,901	President	\$73,872	\$69,090	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Masters Arrow Ministries Inc	TX	\$215,526	President/ex	\$2,521	\$2,357	2023
Mosaic Vision Ministries Inc	TX	\$215,498	President	\$5,000	\$4,542	2024
Hope Is On The Rise	TX	\$215,222	Pastor	\$30,983	\$32,581	2021
Baptist Youth Camp	ME	\$214,996	Executive Di	\$42,374	\$38,534	2024
Ronnie Tullos Evangelistic	TN	\$214,870	President	\$76,925	\$73,432	2024
James Rackley Ministries Inc	TX	\$214,234	President	\$52,500	\$49,102	2023
Interserve Ministries	MN	\$214,169	Executive Di	\$37,686	\$32,946	2025
Sankata Moachana Hanuman Temple Inc	CA	\$214,119	Trustee/priest	\$50,666	\$39,732	2024
New Fire For Christ	VA	\$226,485	President	\$130,667	\$117,962	2023
Sargent Foundation For Episcopal	WY	\$213,970	Pres., Treas. - Director	\$35,427	\$35,469	2023
Jehovah Jireh Ministries Of West Mi	MI	\$226,647	Executive Di	\$69,810	\$63,751	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 **297** organizations. Compensation range \$913–\$205,450; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$220,261); for reference, expenses \$237,783 and assets \$26,086.

ROLE MATCH	Kody Barbier, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	47 th
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	46 th

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 (Kody Barbier) 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 297 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,890 is reasonable (approximately the 47th 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.