

Fuel The Fire Ministries

Executive Director / CEO

EIN 472335872

TX · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chad Clark, Executive Director / CEO** (\$21,000) against **every comparable organization** that fit the selection criteria — **105** 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: Chad Clark — 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).

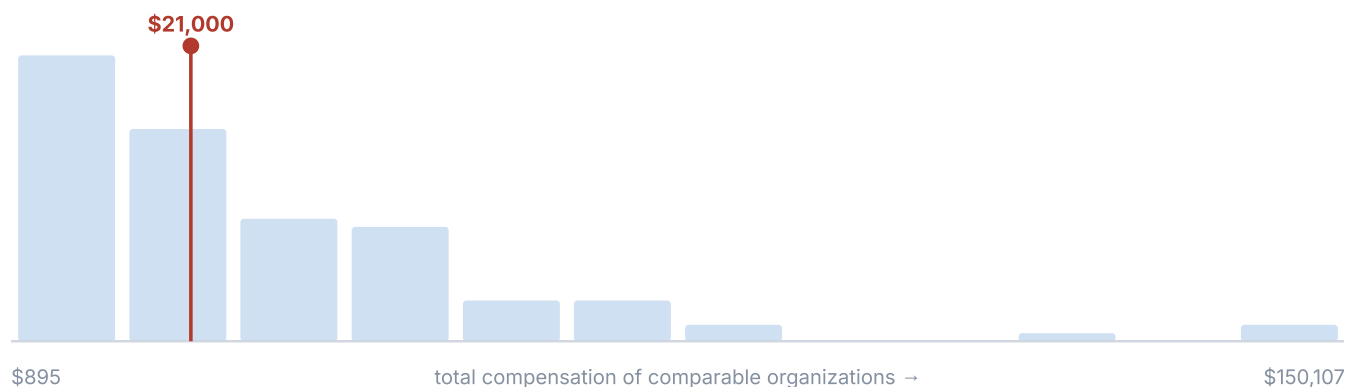
BUDGET Total revenue between \$41,585 and \$93,102 — 0.67x to 1.50x the subject's \$62,068 (the band tightens as size grows).

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

105 organizations qualified on sector, size, and geography

→ **105** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,878

\$9,627

\$23,873

\$41,303

\$62,676

\$21,000



● 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 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
Iglesia Cristiana Sendero De Amor Md	MD	\$61,837	Pastor & Director	\$31,850	\$29,768	2024
Equippers Group International	TX	\$61,750	Treasurer	\$24,000	\$24,709	2023
Redeem Neighborhoods	AZ	\$61,366	President	\$18,102	\$17,918	2023
Global Fire Ministries	TN	\$61,150	Offier	\$70,650	\$76,433	2023
Iglesia Pentecostal Tabernaculo De Dios	NV	\$61,009	President	\$12,000	\$12,379	2023
Bethesda Changers Chapel	MD	\$63,264	Resident And Senior Pastor	\$8,400	\$7,851	2024
Walking Worthy A Journey To Freedom	TN	\$63,302	Executive Director	\$15,596	\$16,388	2024
The Word Foundation Inc	NY	\$59,664	President	\$39,000	\$35,230	2024
Mustard Seed Cottage	GA	\$64,912	Director	\$7,542	\$7,581	2024
Search For Me Ministries Inc	PA	\$64,971	President And Director	\$47,930	\$47,783	2024
Consequential Christianity	SC	\$65,182	Director	\$114,260	\$119,164	2024
Christ For Ireland Inc	SC	\$58,817	Vice Preside	\$23,849	\$25,607	2023
Rec Ministries	GA	\$65,512	President	\$72,000	\$74,510	2023
The Masters Theatre Inc	ND	\$65,549	President	\$31,000	\$35,014	2023
Hope Grows International Inc	FL	\$58,366	Director	\$48,000	\$45,078	2024
Open Heavens Ministry Inc	FL	\$58,363	President	\$43,980	\$41,303	2024
Lilias Trotter Legacy Inc	FL	\$65,804	Treasurer	\$18,720	\$18,842	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Voice Of Triumph Inc	TN	\$66,000	Secretary	\$6,200	\$6,707	2023
Youth With A Mission Awake	MN	\$57,993	President/officer	\$2,925	\$2,889	2024
In His Steps Christian Recovery Home	CA	\$66,636	Acting Director	\$54,720	\$47,236	2024
World Revival Ministries Inc	FL	\$67,957	President	\$75,760	\$71,149	2024
General Intercessors	OH	\$68,336	Director	\$5,500	\$5,824	2024
Journey Counseling Ministries Inc	VA	\$55,608	Director Clinical Dir	\$5,762	\$5,562	2024
Jeff Lucas International Ministries Inc	CO	\$68,588	President/dir	\$87,000	\$83,396	2024
Korean Evangelical Methodist Church Of Minnesota	MN	\$68,815	Rev.	\$20,000	\$20,340	2023

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.

● Sample, role match & sensitivity

PEER COUNT	105 organizations. Compensation range \$895–\$150,107; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$62,068); for reference, expenses \$74,554 and assets \$34,632.
ROLE MATCH	Chad Clark, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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)	47 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	45 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 (Chad Clark) 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 105 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,000 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.