

# 420 Fire Ministries Inc

Executive Director / CEO

EIN 814164431

WV · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Scott Nary, Executive Director / CEO** (\$238,580) against **every comparable organization** that fit the selection criteria — **1040** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

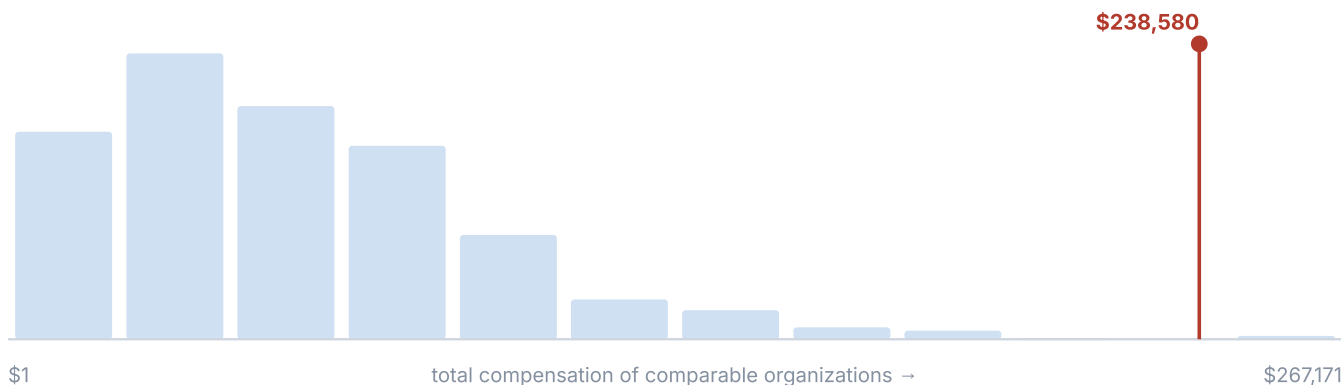
**Benchmarked executive:** Scott Nary — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$188,481 and \$421,972 — 0.67x to 1.50x the subject's \$281,315 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

**1,040** organizations qualified on sector, size, and geography → **1,040** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,716	\$27,328	\$49,407	\$78,628	\$107,833	<b>\$238,580</b>
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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 WV 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
<a href="#">Love And Conflict Peacemaking Ministries</a>	CA	\$281,211	Ceo	\$11,750	<b>\$9,371</b>	2024
<a href="#">Bethel Mission Inc</a>	TX	\$281,163	Officer	\$23,850	<b>\$22,034</b>	2024
<a href="#">North Point Inc</a>	MN	\$281,116	Executive Di	\$93,150	<b>\$87,519</b>	2023
<a href="#">Iglesia Elim Plainfield Nj Non</a>	NJ	\$280,904	President	\$31,200	<b>\$26,488</b>	2023
<a href="#">New Life Outreach Ministry Inc</a>	FL	\$280,538	Bd Member Ceo	\$12,025	<b>\$10,741</b>	2023
<a href="#">Keith Wheeler Ministries Inc</a>	OK	\$282,207	President	\$112,830	<b>\$118,136</b>	2023
<a href="#">Redemption Road Ministries</a>	ND	\$282,329	President	\$84,117	<b>\$87,775</b>	2023
<a href="#">Glory Pointe Church</a>	CA	\$282,444	Chief Executive Officer	\$15,500	<b>\$12,727</b>	2023
<a href="#">Arkansas House Of Prayer Inc</a>	AR	\$282,482	Executive Dir.	\$34,092	<b>\$36,438</b>	2023
<a href="#">Vick And Pathfinder Camp And C</a>	NY	\$280,045	Interim Ceo	\$24,390	<b>\$20,355</b>	2024
<a href="#">Liberty Ministries Inc</a>	IN	\$282,781	Board Member Teacher	\$13,695	<b>\$13,733</b>	2023
<a href="#">Re-launch Ministries Inc</a>	SC	\$279,783	President	\$94,700	<b>\$91,245</b>	2024
<a href="#">Christian Surfers Of North America</a>	FL	\$279,680	Finance Operations	\$67,000	<b>\$59,848</b>	2023
<a href="#">Further Still Ministries Inc</a>	KY	\$279,364	President	\$188,503	<b>\$192,570</b>	2023
<a href="#">Heath Williams Ministries Inc</a>	NC	\$279,258	President	\$50,000	<b>\$47,715</b>	2024
<a href="#">First Choice Center For Women Inc</a>	MS	\$283,504	Executive Direc	\$42,550	<b>\$43,768</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Generation Impact Ministries Inc</a>	NC	\$279,027	President	\$194,618	<b>\$185,725</b>	2024
<a href="#">Gdi</a>	CA	\$278,814	Cfo	\$17,000	<b>\$13,558</b>	2024
<a href="#">Jerry Spencer Ministries Inc</a>	AL	\$278,787	President	\$76,126	<b>\$78,201</b>	2023
<a href="#">Live Again Ministries Inc</a>	NC	\$283,911	Executive Di	\$30,861	<b>\$30,321</b>	2023
<a href="#">Rest Yourself Family Ministries</a>	TX	\$278,663	Program Director	\$61,500	<b>\$56,818</b>	2024
<a href="#">Onerace Inc</a>	GA	\$284,191	Ceo/director	\$112,787	<b>\$107,832</b>	2023
<a href="#">Model City Church Inc</a>	MD	\$284,195	Senior Pastor	\$24,208	<b>\$21,520</b>	2023
<a href="#">Prayer At The Heart Inc</a>	OH	\$278,324	Executive Di	\$114,583	<b>\$115,397</b>	2023
<a href="#">Children's Bible Fellowship Of New York Inc</a>	NY	\$284,508	Chief Executive Officer	\$25,000	<b>\$21,480</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	1040 organizations. Compensation range \$1–\$267,171; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$281,315); for reference, expenses \$340,319 and assets \$389,150.
ROLE MATCH	Scott Nary, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 23 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	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	20 <sup>th</sup>
All sources (D + E + F), adjusted	99 <sup>th</sup>

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 (Scott Nary) 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 1040 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$238,580 is reasonable (approximately the 100<sup>th</sup> 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.