

Behind The Wire Ministries Inc

Executive Director / CEO

EIN 843845980

IN · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Scott Highberger, Executive Director / CEO** (\$20,400) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

Benchmarked executive: Scott Highberger — 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).

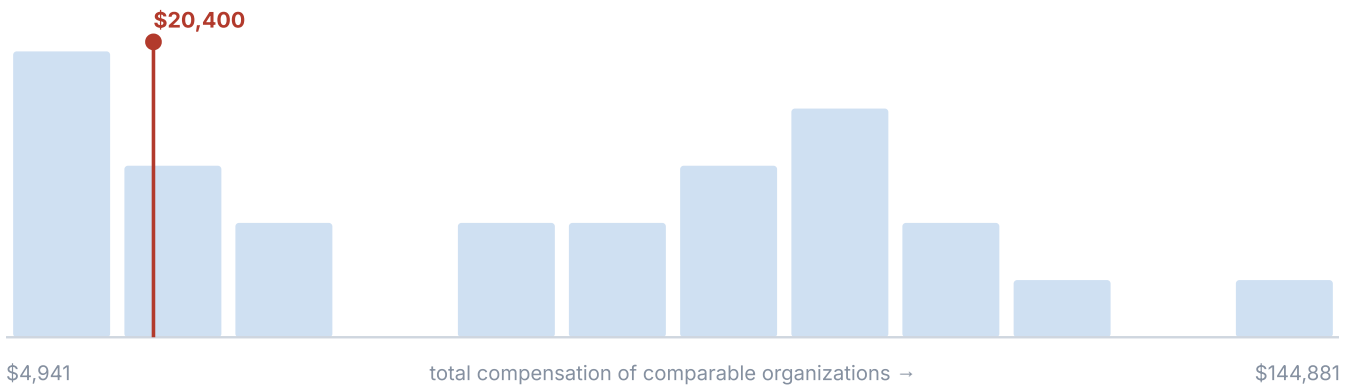
BUDGET Total revenue between \$202,503 and \$453,366 — 0.67x to 1.50x the subject's \$302,244 (the band tightens as size grows).

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

25 organizations qualified on sector, size, and geography

→ **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,400	\$19,496	\$69,760	\$88,500	\$105,329	\$20,400
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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 IN 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
Phare Warrior	IN	\$301,626	Director	\$13,500	\$13,500	2024
Lakeland Child Evangelism Ministrie	IN	\$314,533	Assistant Di	\$38,652	\$39,794	2023
Ebenezer Shepherding Ministries Of	IN	\$286,158	President	\$19,496	\$19,496	2024
The Gathering Of Northwest Indiana Inc	IN	\$285,278	Pastor	\$88,500	\$88,500	2024
Liberty Ministries Inc	IN	\$282,781	Board Member Teacher	\$13,695	\$14,100	2023
Gymtown Pantry Inc	IN	\$332,000	President	\$78,000	\$80,304	2023
Seed Ministry Inc	IN	\$334,864	Pastor/director	\$16,800	\$16,800	2024
Greater Faith Community Ministry	IN	\$266,144	Director	\$33,321	\$34,305	2023
Edge Mentoring Inc	IN	\$265,088	Exec Program	\$91,600	\$91,600	2024
Brave Way Home Inc	IN	\$262,503	Director	\$60,635	\$60,635	2024
The Freedom Center Inc	IN	\$259,383	Executive Di	\$22,618	\$23,286	2023
School Alive Inc	IN	\$257,160	President	\$4,941	\$4,941	2024
Thin Blue 1st Inc	IN	\$255,021	Ceo Executive Director	\$107,564	\$107,564	2024
Small Church Usa Corp	IN	\$350,675	President	\$110,000	\$113,249	2023
Evansville Student Christian Fellowship	IN	\$364,601	Director	\$76,200	\$74,236	2025
Rod And Staff Ministries Inc	IN	\$233,400	Executive Director	\$101,976	\$101,976	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Blue Tassel Farm	IN	\$230,516	President	\$9,531	\$9,531	2024
Kyampisi Childcare Ministries Inc	IN	\$218,604	Admin Asst/c	\$10,000	\$10,000	2024
Student Impact Of Westfield Inc	IN	\$393,384	Executive Director	\$61,600	\$60,012	2025
Be The Edge Fort Wayne Inc	IN	\$210,034	Chief Minist	\$144,881	\$144,881	2024
Psalm 51 Ranch Inc	IN	\$413,251	Manager	\$90,000	\$90,000	2024
New Mercies Ministries Inc	IN	\$426,366	Executive Di	\$77,875	\$80,175	2023
Nothing Is Wasted Ministries Inc	IN	\$427,143	President	\$85,740	\$88,273	2023
Brethren Retreat Ministries Inc	IN	\$440,402	Executive Director	\$69,760	\$69,760	2024
Leaderstream Inc	IN	\$452,970	President	\$81,000	\$78,912	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 25 organizations. Compensation range \$4,941–\$144,881; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$302,244); for reference, expenses \$346,965 and assets \$400,331.

ROLE MATCH Scott Highberger, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	28 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	28 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 (Scott Highberger) 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 25 similarly situated organizations (Same NTEE sector (X20) + IN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,400 is reasonable (approximately the 28th 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.