

Full Armor Ministries Inc

Executive Director / CEO

EIN 873916613

SC · NTEE O11

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Mark Hancock, Executive Director / CEO** (\$10,039) against **every comparable organization** that fit the selection criteria — **141** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

Benchmarked executive: Mark Hancock — reported title "VICE PRESIDE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

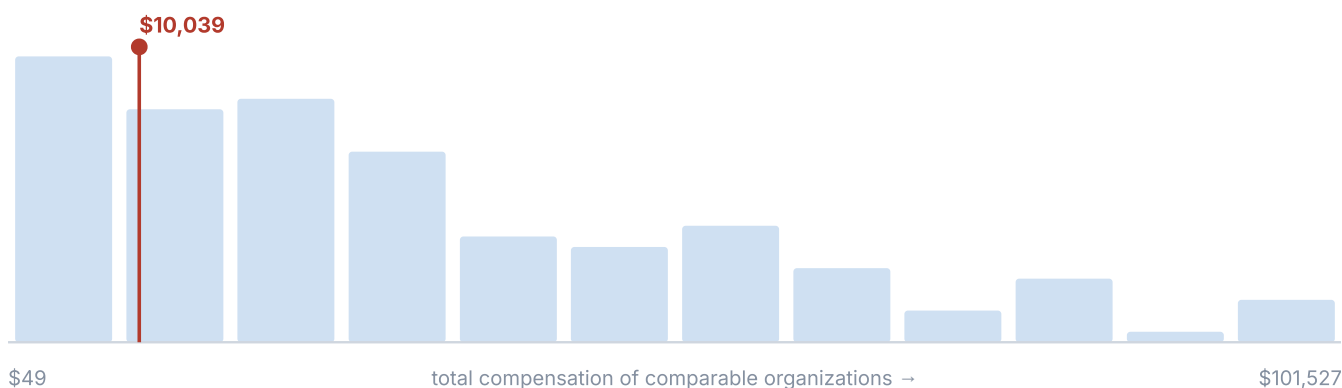
SECTOR Organizations sharing the subject's NTEE classification (O11).

BUDGET Total revenue between \$70,373 and \$157,552 — 0.67x to 1.50x the subject's \$105,035 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

141 organizations qualified on sector, size, and geography → **141** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,298	\$10,084	\$22,476	\$45,946	\$67,640	\$10,039
---------	----------	----------	----------	----------	----------



■ 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 SC 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
Legacy Makers Inc	NY	\$105,000	Executive Director	\$24,000	\$21,402	2023
Tfd Soccer Limited	NY	\$104,726	Treasurer	\$11,308	\$10,084	2023
Youth Voices Center Inc	NY	\$105,654	Exec Director/president	\$60,760	\$54,183	2023
Wolfpack Wrestling Club Inc	NC	\$105,742	Director	\$15,000	\$14,857	2024
Camp Quest Inc	SC	\$104,105	Executive Director	\$76,378	\$76,378	2024
Pure Productions Inc	TX	\$103,993	Director, President	\$94,688	\$93,473	2023
The Outstanding Youth Awards	SC	\$103,945	Oya Founder & Executive Director	\$10,033	\$10,033	2024
Sheriffs Youth Project	MN	\$107,096	Gmblg Mgr-board	\$9,600	\$9,093	2024
Adelante Youth Alliance	CA	\$107,878	Executive Dir.	\$79,375	\$67,640	2023
Camp Journey Nw	WA	\$101,664	Non-voting Board Member	\$33,472	\$28,726	2024
Replay Outreach Inc	FL	\$108,681	Director Of	\$55,000	\$49,527	2024
Back 2 Basics Ministry	TX	\$100,975	President	\$27,027	\$25,915	2024
Colorado Youth Basketball Inc	CO	\$100,156	President	\$22,500	\$21,292	2023
Team Brown Inc	NY	\$100,000	Persident	\$19,540	\$17,425	2023
Marin Council Boy Scout Trust Fund No 2	CA	\$110,096	Executive Dir.	\$13,236	\$10,956	2024
Saginaw S T E M	MI	\$110,368	President	\$52,000	\$52,968	2023
Urban 360	CA	\$99,700	President	\$25,600	\$21,815	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northern Lights Youth Services Inc	ND	\$99,473	Executive Director	\$24,000	\$25,992	2023
Sociedad Real Estate Holdings Inc	MA	\$110,637	Clerk/ Executive Director	\$29,200	\$25,152	2024
The Parent Help Center Inc	FL	\$110,838	Ceo	\$65,000	\$58,531	2024
Make Momma Proud	IL	\$99,223	President	\$3,400	\$3,298	2023
Neighborhood Housing Renewal Corp Iv	CA	\$99,152	Secretary, Treasurer	\$26,376	\$22,476	2023
The Austin Boys And Girls Club	TX	\$110,990	Director Thru May'23	\$7,505	\$7,409	2023
Boys & Girls Club Of Allentown	PA	\$98,768	Secretary (Until 2/2024)	\$26,837	\$25,653	2024
The Reel Foundation	UT	\$111,549	Director/secretary/ceo	\$88,080	\$86,411	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 141 organizations. Compensation range \$49–\$101,527; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$105,035); for reference, expenses \$59,194 and assets \$1,637,832. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Mark Hancock, reported title "VICE PRESIDE", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	25 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	96 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 (Mark Hancock) 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 141 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,039 is reasonable (approximately the 25th 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.