

# United Union Of Roofers Local 119

Executive Director / CEO

EIN 043798647

IN · NTEE B30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kelly Austin, Executive Director / CEO** (\$91,697) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Kelly Austin — 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 (B30).

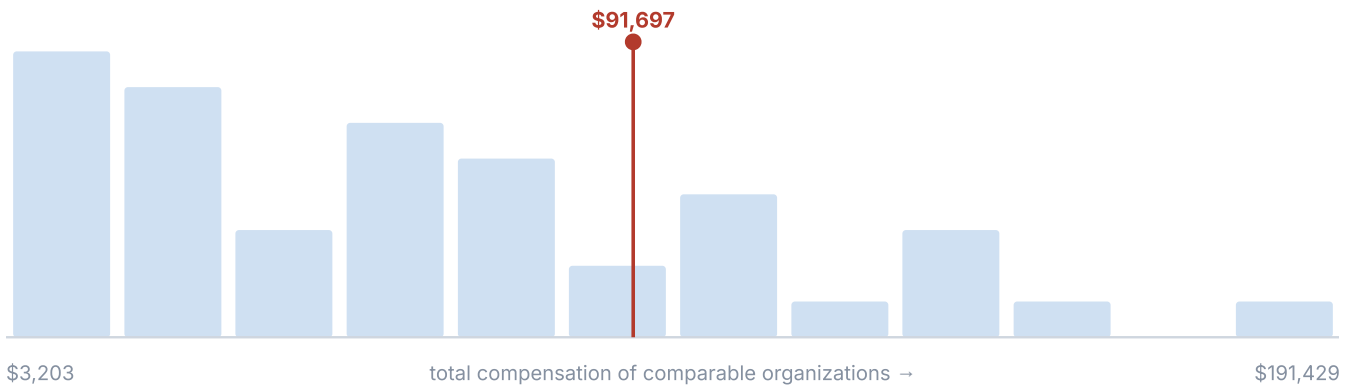
**BUDGET** Total revenue between \$147,117 and \$329,367 — 0.67x to 1.50x the subject's \$219,578 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B30), nationwide + budget 0.67–1.5x revenue.

**41** organizations qualified on sector, size, and geography

→ **41** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,845	\$26,039	\$54,144	\$92,523	\$129,578	\$91,697
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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
<a href="#">Heat &amp; Frost Insulators &amp; Allied</a>	IL	\$220,334	Training Coordinator	\$118,492	<b>\$110,465</b>	2024
<a href="#">Incremental Development Alliance</a>	AR	\$220,700	Executive Director	\$126,192	<b>\$138,480</b>	2023
<a href="#">The Trade School At Sbe Inc</a>	CA	\$223,824	President	\$64,227	<b>\$54,144</b>	2023
<a href="#">Destinyworks</a>	IN	\$226,555	Executive Director	\$150,000	<b>\$150,000</b>	2024
<a href="#">Workforce Technician Education Center</a>	CA	\$227,920	Chief Community Officer	\$31,800	<b>\$26,039</b>	2024
<a href="#">Nj Guard Training Academy Inc</a>	NJ	\$228,420	Amaral	\$37,500	<b>\$32,687</b>	2023
<a href="#">Latino Learning Center Inc</a>	TX	\$231,223	President &	\$57,500	<b>\$56,153</b>	2023
<a href="#">Simply Circus Corp</a>	MA	\$231,254	General Manager	\$60,275	<b>\$51,362</b>	2024
<a href="#">The Daruby School</a>	MO	\$235,114	Executive Director	\$21,000	<b>\$21,092</b>	2024
<a href="#">The Columbia School Linguistic</a>	NJ	\$203,734	President	\$10,000	<b>\$8,248</b>	2025
<a href="#">Hastings Foundation For</a>	MS	\$240,000	President	\$62,000	<b>\$67,414</b>	2023
<a href="#">Puget Sound Boilermakers App &amp; Trn Trust</a>	WA	\$245,030	Trust Coordinator	\$137,813	<b>\$120,458</b>	2023
<a href="#">New Horizons Foundation - A Sheet</a>	VA	\$250,660	Director	\$97,707	<b>\$89,460</b>	2024
<a href="#">Clarksburg Electrical Joint Apprenticesh</a>	WV	\$187,894	Secretary	\$53,545	<b>\$56,600</b>	2023
<a href="#">Cocal Gracias</a>	AZ	\$253,446	President And Director	\$46,548	<b>\$42,450</b>	2024
<a href="#">Medical Training Academy</a>	OR	\$179,933	President	\$19,617	<b>\$17,275</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rebound A Building Trades Organization</a>	WA	\$259,519	Executive Dir.	\$154,773	<b>\$135,282</b>	2023
<a href="#">Local Union #143 Operative Plasterer's</a>	IL	\$178,306	Chairman	\$76,205	<b>\$71,042</b>	2024
<a href="#">Tfg Heartwood Inc</a>	MA	\$175,507	Executive Director	\$113,400	<b>\$99,486</b>	2023
<a href="#">Madison Automotive Apprentices Inc</a>	VA	\$174,610	Executive Director	\$56,883	<b>\$52,082</b>	2024
<a href="#">Valley Academy For The Arts Inc</a>	WI	\$174,214	Executive Di	\$12,000	<b>\$12,235</b>	2023
<a href="#">Ed3 Galaxy</a>	NY	\$266,626	Vice President	\$30,006	<b>\$26,471</b>	2023
<a href="#">Colorado Bioscience Institute</a>	CO	\$266,856	President	\$9,942	<b>\$9,040</b>	2024
<a href="#">Ignite Classical School</a>	LA	\$268,464	Head Of School	\$4,251	<b>\$4,439</b>	2024
<a href="#">Pullman Tech Workshop</a>	IL	\$268,572	Officer	\$24,333	<b>\$22,685</b>	2024

**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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	<b>41</b> organizations. Compensation range \$3,203–\$191,429; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$219,578); for reference, expenses \$187,454 and assets \$376,100.
ROLE MATCH	Kelly Austin, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	71 <sup>st</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	66 <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 (Kelly Austin) 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 41 similarly situated organizations (Same NTEE sector (B30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$91,697 is reasonable (approximately the 73<sup>rd</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.