

# Stained Glass Ministries Inc

Executive Director / CEO

EIN 200320758

AL · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dale Forehand, Executive Director / CEO** (\$78,485) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Dale Forehand — 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).

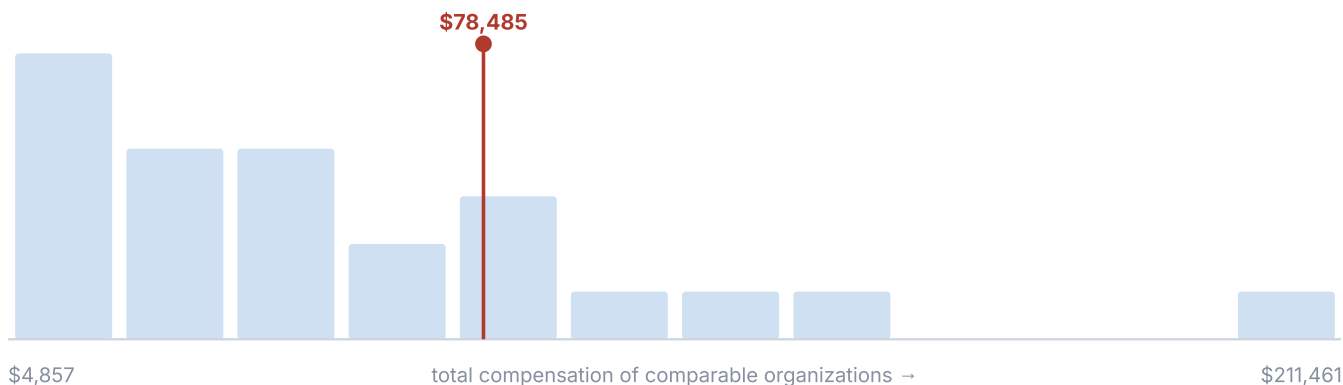
**BUDGET** Total revenue between \$226,049 and \$506,082 — 0.67x to 1.50x the subject's \$337,388 (the band tightens as size grows).

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

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

→ **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,565	\$21,759	\$43,320	\$79,025	\$106,551	\$78,485
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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 AL 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="#">Hands Of Hope International</a>	AL	\$333,015	Hunt	\$22,600	<b>\$22,600</b>	2023
<a href="#">Soar Global Inc</a>	AL	\$330,739	Vice Preside	\$18,000	<b>\$17,484</b>	2024
<a href="#">San Pedro Sula Dream Center Inc</a>	AL	\$345,792	Ceo	\$5,000	<b>\$4,857</b>	2024
<a href="#">Living The Faith Ministry</a>	AL	\$323,092	Director	\$19,500	<b>\$18,941</b>	2024
<a href="#">Hub Community Development Corporation</a>	AL	\$351,943	Executive Director	\$30,000	<b>\$30,000</b>	2023
<a href="#">Awaken Inc</a>	AL	\$355,603	President	\$95,293	<b>\$92,559</b>	2024
<a href="#">Jeremiah Castille Foundation</a>	AL	\$317,337	Director	\$13,105	<b>\$12,729</b>	2024
<a href="#">Pray Love Unite Ministries Inc</a>	AL	\$306,418	President	\$81,923	<b>\$81,923</b>	2023
<a href="#">Redeeming Grace Ministries</a>	AL	\$304,446	Executive Di	\$20,917	<b>\$20,917</b>	2023
<a href="#">Revival Now International Inc</a>	AL	\$289,976	President	\$44,600	<b>\$43,320</b>	2024
<a href="#">Hope Everlasting Ministry</a>	AL	\$392,943	Pastor	\$39,938	<b>\$39,938</b>	2023
<a href="#">Jerry Spencer Ministries Inc</a>	AL	\$278,787	President	\$76,126	<b>\$76,126</b>	2023
<a href="#">Fixed Point Foundation</a>	AL	\$408,720	Executive Director	\$57,120	<b>\$55,481</b>	2024
<a href="#">Metro Ministries Of Mobile Inc</a>	AL	\$262,675	President	\$16,335	<b>\$16,335</b>	2023
<a href="#">Be The Edge Inc</a>	AL	\$254,233	President	\$217,707	<b>\$211,461</b>	2024
<a href="#">Harold Coomer Evangelistic</a>	AL	\$253,983	Director	\$57,040	<b>\$57,040</b>	2023
<a href="#">Kevin Cozadd Ministries Inc</a>	AL	\$253,201	President	\$25,120	<b>\$24,399</b>	2024
<a href="#">Empowerment Tabernacle Christian</a>	AL	\$250,205	President	\$65,574	<b>\$63,693</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">New Beginning Apostolic Church Inc</a>	AL	\$236,212	President/pa	\$22,912	<b>\$22,912</b>	2023
<a href="#">New Vision Christian Church</a>	AL	\$449,556	Pastor	\$142,246	<b>\$138,165</b>	2024
<a href="#">Aim Moldova</a>	AL	\$474,644	President/ce	\$86,623	<b>\$86,623</b>	2023
<a href="#">Nazareth Educational Ministries</a>	AL	\$483,132	President	\$47,000	<b>\$47,000</b>	2023
<a href="#">Vantage Leadership Initiative</a>	AL	\$486,624	Executive Di	\$113,300	<b>\$110,049</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL cost of living and 2023 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 AL 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** 23 organizations. Compensation range \$4,857–\$211,461; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$337,388); for reference, expenses \$247,073 and assets \$282,113.

**ROLE MATCH** Dale Forehand, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**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	<b>74<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>74<sup>th</sup></b>

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 Reportable pay only (column D), adjusted
78<sup>th</sup>


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 All sources (D + E + F), adjusted
74<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

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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 (Dale Forehand) 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 23 similarly situated organizations (Same NTEE sector (X20) + AL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,485 is reasonable (approximately the 74<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.