

# Unveiling Glory Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Robert Sjogren, Executive Director / CEO** (\$120,017) against **every comparable organization** that fit the selection criteria — **21** 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

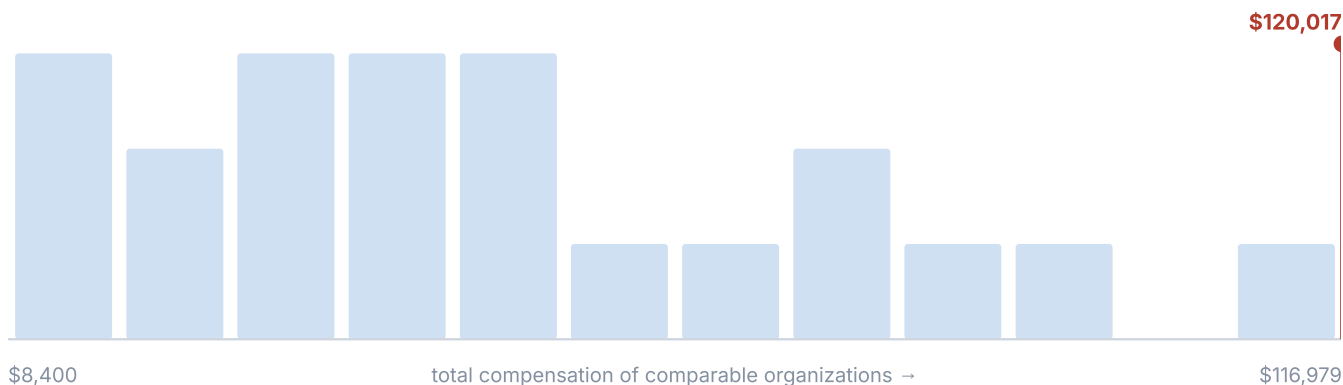
**Benchmarked executive:** Robert Sjogren — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$257,330 and \$576,114 — 0.67x to 1.50x the subject's \$384,076 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + VA + budget 0.67–1.5x revenue.

**21** organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,206	\$34,967	\$43,709	\$67,056	\$82,920	\$120,017
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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 VA 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="#">Messengers Of Light Ministry Inc</a>	VA	\$384,722	President	\$43,500	<b>\$45,283</b>	2022
<a href="#">Exalt Church Inc</a>	VA	\$387,889	Director/lead Pastor	\$8,400	<b>\$8,400</b>	2023
<a href="#">Uncharted Waters</a>	VA	\$373,370	President	\$69,037	<b>\$67,056</b>	2024
<a href="#">Danette Crawford Ministries Inc</a>	VA	\$395,256	President	\$24,750	<b>\$24,750</b>	2023
<a href="#">Servants Ministry</a>	VA	\$359,563	Executive Director	\$80,003	<b>\$80,003</b>	2023
<a href="#">Noble Warriors Inc</a>	VA	\$410,802	President	\$94,040	<b>\$91,342</b>	2024
<a href="#">Christian Scholars Network Inc</a>	VA	\$349,857	Prior Exec D	\$65,403	<b>\$61,889</b>	2025
<a href="#">Urban Discovery Ministries Inc</a>	VA	\$418,346	President/ce	\$49,347	<b>\$47,931</b>	2024
<a href="#">Lepanto Institute</a>	VA	\$428,734	President	\$81,000	<b>\$78,676</b>	2024
<a href="#">Wavestarters A Nonprofit Corporation</a>	VA	\$443,087	Executive Director	\$120,434	<b>\$116,979</b>	2024
<a href="#">The Compassion Advocacy Network Inc</a>	VA	\$322,949	Program Manager, Bookkeeping	\$13,206	<b>\$13,206</b>	2023
<a href="#">Least Of These Ministry</a>	VA	\$297,374	President	\$45,000	<b>\$43,709</b>	2024
<a href="#">Prakash Ministries</a>	VA	\$478,141	Officer	\$36,300	<b>\$35,259</b>	2024
<a href="#">Ministerio Internacional Roca De Salvacion Apostoles Y Profetas</a>	VA	\$482,970	Director	\$39,286	<b>\$39,286</b>	2023
<a href="#">Newport News Potters House</a>	VA	\$491,609	President/pastor	\$20,850	<b>\$20,252</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Child Safety And Protection Network</a>	VA	\$263,268	Executive Di	\$10,000	<b>\$9,713</b>	2024
<a href="#">Richmond Urban Dance Inc</a>	VA	\$257,896	Director	\$37,410	<b>\$36,337</b>	2024
<a href="#">Eastern Dominican Christian Mission</a>	VA	\$521,119	Executive Dir.	\$36,000	<b>\$34,967</b>	2024
<a href="#">Korean Evangelical Church Of</a>	VA	\$546,941	Pastor	\$36,000	<b>\$34,967</b>	2024
<a href="#">Assisting Indigenous Ministries International Inc</a>	VA	\$560,897	President	\$48,000	<b>\$46,623</b>	2024
<a href="#">Global Mobilization Ministries Inc</a>	VA	\$566,848	Director Of Mission	\$85,369	<b>\$82,920</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	21 organizations. Compensation range \$8,400–\$116,979; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$384,076); for reference, expenses \$451,491 and assets \$275,895.
ROLE MATCH	Robert Sjogren, reported title " <i>President</i> ", 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	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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 (Robert Sjogren) 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 21 similarly situated organizations (Same NTEE sector (X20) + VA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,017 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.