

# Greater Philadelphia Tabernacle Of David

Executive Director / CEO

EIN 233049657

PA · NTEE P40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **James E Fitt Jr, Executive Director / CEO** (\$2,000) against **every comparable organization** that fit the selection criteria — **155** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** James E Fitt Jr — reported title "DIRECTOR BOARD CHAIRM", 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 (P40).

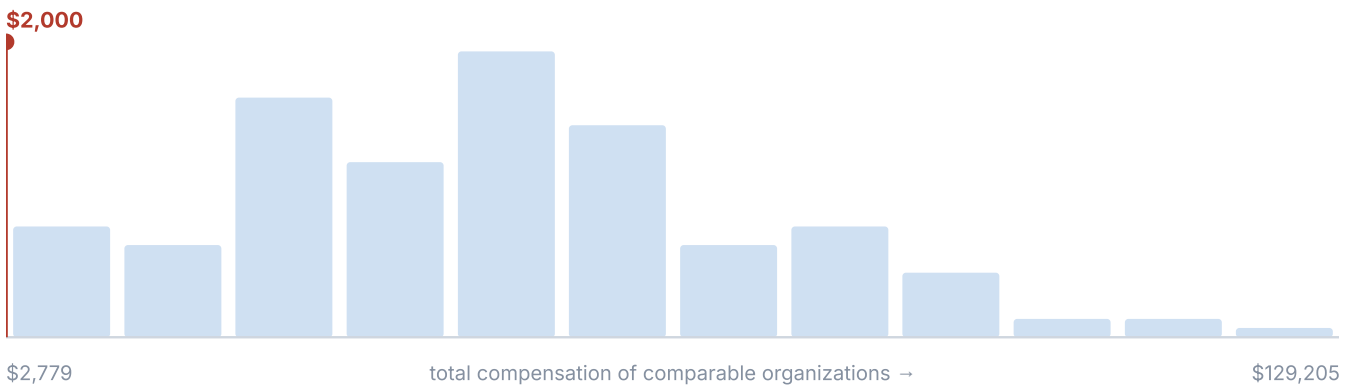
**BUDGET** Total revenue between \$159,521 and \$357,138 — 0.67x to 1.50x the subject's \$238,092 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

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

→ **155** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,928

\$30,309

\$47,866

\$63,290

\$82,733

**\$2,000**

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 0TH
------	------	--------	------	------	----------------

\$2,000



## ■ 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 PA 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="#">Urban Neighborhood Educational Technology For You Inc</a>	NY	\$238,665	Executive Director	\$70,000	<b>\$63,429</b>	2024
<a href="#">Iron Bell Ministries Inc</a>	KY	\$238,706	Director/ministry Director	\$40,545	<b>\$44,972</b>	2023
<a href="#">Thriving Together Tn Inc</a>	TN	\$237,327	Executive Director	\$29,500	<b>\$30,294</b>	2025
<a href="#">Family Impact Center</a>	MI	\$235,735	Pantry Direc	\$80,000	<b>\$82,803</b>	2024
<a href="#">Cultivating Culturally Competent Clinicians Inc</a>	CA	\$240,573	Officer	\$34,014	<b>\$30,323</b>	2023
<a href="#">You Yes You Project Inc</a>	IN	\$235,142	Executive Director	\$74,231	<b>\$80,817</b>	2023
<a href="#">Rainbow Family Inc</a>	CA	\$241,277	Cfo	\$15,300	<b>\$13,248</b>	2024
<a href="#">Idaho Hunger Relief Task Force Inc</a>	ID	\$233,512	Executive Di	\$56,513	<b>\$62,065</b>	2023
<a href="#">Housing Equity &amp; Advocacy Resource Team</a>	CA	\$242,815	President	\$56,405	<b>\$50,284</b>	2023
<a href="#">First Choice Pregnancy Services</a>	MN	\$242,966	Exec. Direct	\$60,000	<b>\$59,451</b>	2024
<a href="#">Of Home Family And Future Inc</a>	NY	\$242,973	Executive Dir.	\$125,000	<b>\$116,612</b>	2023
<a href="#">Marys Helping Hands</a>	IA	\$233,012	Client Operations Coordinator	\$14,715	<b>\$16,634</b>	2023
<a href="#">Tea</a>	MI	\$232,623	Executive Di	\$79,832	<b>\$82,629</b>	2024
<a href="#">New Beginnings Family Services</a>	MN	\$231,308	Exec. Director	\$46,864	<b>\$46,435</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Marys Choice Rva</a>	VA	\$245,556	President	\$65,500	<b>\$63,419</b>	2024
<a href="#">Friends Of Madison Youth Inc</a>	CT	\$246,110	Executive Director	\$64,514	<b>\$62,449</b>	2023
<a href="#">Healing Thine Hearts Ministries</a>	TX	\$246,148	President	\$11,701	<b>\$11,737</b>	2024
<a href="#">On Your Feet Foundation</a>	IL	\$246,748	Executive Di	\$25,833	<b>\$25,467</b>	2024
<a href="#">Pregnancy Crisis Center Inc</a>	TN	\$229,036	Exec. Director	\$42,500	<b>\$44,797</b>	2024
<a href="#">Birth To Five Incorporated</a>	IN	\$249,916	Executive Director	\$38,483	<b>\$41,898</b>	2023
<a href="#">Options For Women-menomonie</a>	WI	\$225,621	Executive Director	\$33,868	<b>\$35,469</b>	2024
<a href="#">Babe Of Wabash County Inc</a>	IN	\$225,143	Executive Di	\$41,241	<b>\$43,612</b>	2024
<a href="#">Maryland Diaper Bank</a>	MD	\$252,747	Executive Director	\$6,750	<b>\$6,515</b>	2023
<a href="#">East Wake Education Foundation</a>	NC	\$223,370	Executive Di	\$58,000	<b>\$60,096</b>	2024
<a href="#">Families Of Character</a>	CO	\$253,012	Ceo	\$98,280	<b>\$94,500</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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** 155 organizations. Compensation range \$2,779–\$129,205; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$238,092); for reference, expenses \$185,870 and assets \$183,857.

<b>ROLE MATCH</b>	James E Fitt Jr, reported title " <i>DIRECTOR BOARD CHAIRM</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
<b>RELATED-ORG PAY</b>	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	3 peers 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	1 <sup>st</sup>
All sources (D + E + F), adjusted	0 <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 (James E Fitt Jr) 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 155 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,000 is reasonable (approximately the 0<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.