

# Holy Family Radio

Executive Director / CEO

EIN 263161959

MI · NTEE X84

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Vince Gale, Executive Director / CEO** (\$93,128) against **every comparable organization** that fit the selection criteria — **1839** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

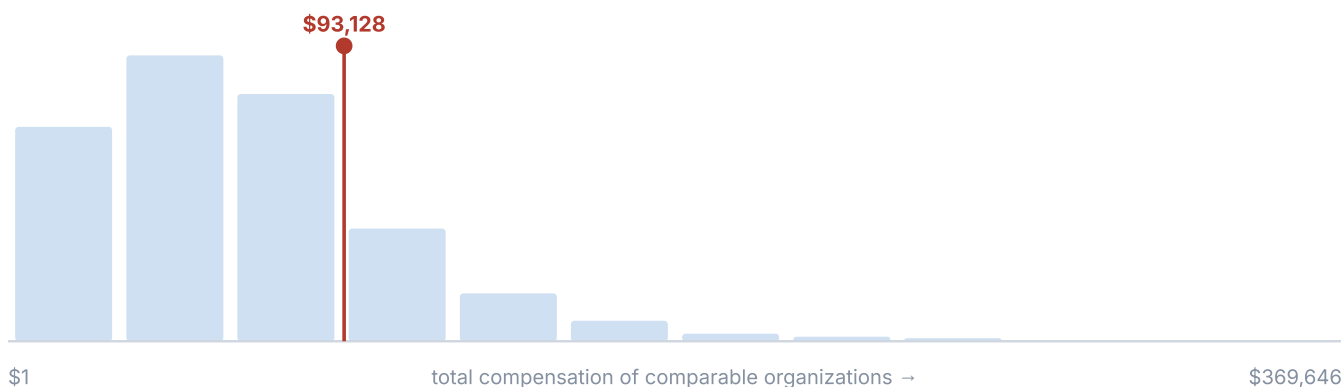
**Benchmarked executive:** Vince Gale — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X84).
BUDGET	Total revenue between \$300,218 and \$672,132 — 0.67x to 1.50x the subject's \$448,088 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

**1,839** organizations qualified on sector, size, and geography → **1,839** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,438	\$32,814	\$58,290	\$86,824	\$119,169	\$93,128
----------	----------	----------	----------	-----------	----------



## ● 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 MI 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="#">U-turn Ministries</a>	CO	\$448,086	President	\$26,000	<b>\$24,154</b>	2024
<a href="#">The Apostle Continuationchurch Inc</a>	NY	\$448,004	Pastor	\$16,306	<b>\$14,697</b>	2023
<a href="#">Wonders Of The Creator Inc</a>	FL	\$448,282	President	\$106,154	<b>\$96,616</b>	2024
<a href="#">The Nehemiah Foundation Of</a>	OH	\$447,876	Executive Di	\$73,954	<b>\$75,887</b>	2024
<a href="#">Eternal Christendom</a>	CA	\$448,486	President	\$52,000	<b>\$43,503</b>	2024
<a href="#">Campus One80 Ministries Inc</a>	NY	\$448,593	President	\$27,436	<b>\$24,019</b>	2024
<a href="#">Sai Durga Shiva Vishnu Mandir</a>	TX	\$447,453	Vice President	\$8,000	<b>\$7,982</b>	2023
<a href="#">Hope In Jesus Ministries</a>	RI	\$448,854	Director	\$77,400	<b>\$70,051</b>	2025
<a href="#">St Matthews Music Guild</a>	CA	\$449,010	Board Member	\$5,584	<b>\$4,672</b>	2024
<a href="#">Rig Global Dfw</a>	TX	\$447,021	Director	\$6,099	<b>\$5,911</b>	2024
<a href="#">Camp Manna Ministries Inc</a>	NC	\$447,000	President	\$62,800	<b>\$62,867</b>	2024
<a href="#">Goby International Ministries</a>	TX	\$446,958	President	\$14,400	<b>\$14,367</b>	2023
<a href="#">Cways Home</a>	OR	\$449,235	Director	\$151,437	<b>\$136,250</b>	2024
<a href="#">Roadrunner World Missions Inc</a>	NM	\$449,257	President	\$14,400	<b>\$15,448</b>	2023
<a href="#">District Council Treasure Coas</a>	FL	\$446,865	Store Manager	\$42,104	<b>\$38,321</b>	2024
<a href="#">Christ-life Ministries Inc</a>	IA	\$449,525	Executive Director, Board President & Treasurer	\$72,835	<b>\$77,264</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Iglesia Pentecostal El Jordan Inc</a>	MD	\$446,634	Pastor	\$30,000	<b>\$27,173</b>	2024
<a href="#">New Vision Christian Church</a>	AL	\$449,556	Pastor	\$142,246	<b>\$148,884</b>	2024
<a href="#">Highlands Church Of The Cumberlands</a>	TN	\$449,629	Worship Pastor	\$13,500	<b>\$13,748</b>	2024
<a href="#">S W A T Ministries Inc</a>	GA	\$449,659	Executive Director	\$28,750	<b>\$28,007</b>	2024
<a href="#">Lord's Gym Of El Dorado County Inc</a>	CA	\$449,700	President	\$60,000	<b>\$51,678</b>	2023
<a href="#">Pittsburgh Region International Student Ministries</a>	PA	\$449,821	Director	\$146,276	<b>\$141,325</b>	2024
<a href="#">Heaven Sent Ministries Inc</a>	WV	\$449,920	Executive Director	\$19,200	<b>\$20,141</b>	2024
<a href="#">American Muslim Advisory Council</a>	TN	\$449,969	Exe Director	\$80,100	<b>\$81,572</b>	2024
<a href="#">The Society Of The Missionaries Of</a>	CT	\$446,068	Prov. Animator	\$33,996	<b>\$31,794</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 **1839** organizations. Compensation range \$1–\$369,646; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$448,088); for reference, expenses \$457,928 and assets \$795,566.

ROLE MATCH	Vince Gale, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	60 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	52 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	77 <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 (Vince Gale) 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 13, 2026, comparing compensation against 1839 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,128 is reasonable (approximately the 79<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 13, 2026.