

America's Family Coaches Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Gary R Rosberg, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **210** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

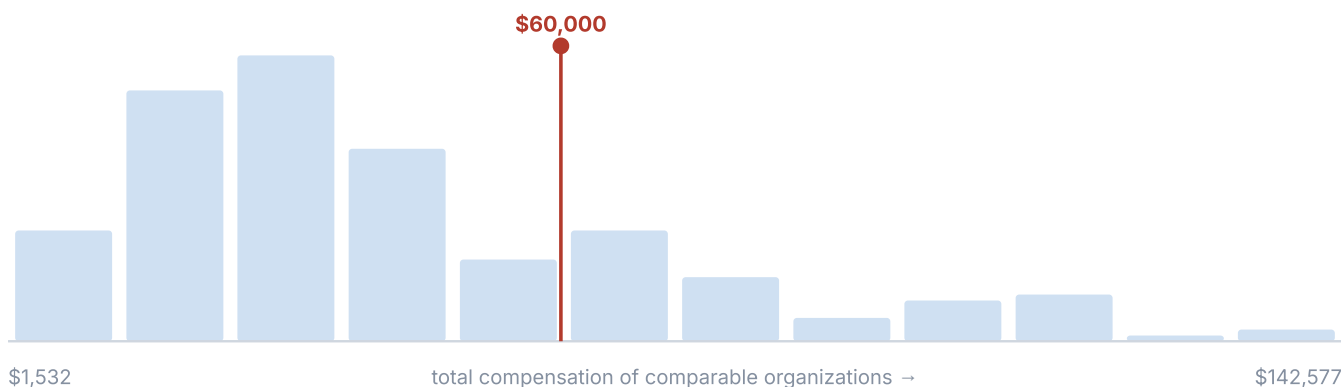
Benchmarked executive: Gary R Rosberg — reported title "President, CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$110,778 and \$248,011 — 0.67x to 1.50x the subject's \$165,341 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

210 organizations qualified on sector, size, and geography → **210** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,776	\$22,031	\$34,547	\$60,010	\$85,446	\$60,000
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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 IA 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
Iglesia De Dios En Freeport Inc	NY	\$166,191	President	\$24,596	\$19,716	2024
Chinese Outreach	CA	\$163,643	Program Producer	\$32,246	\$24,701	2024
Uk Usa Ministries	TX	\$163,586	Director	\$21,000	\$18,635	2024
Shekinah Glory Ministries Inc	OK	\$167,396	President	\$35,684	\$34,856	2024
Core Fellowship Foundation	CO	\$167,726	President & Ceo	\$91,600	\$80,218	2023
Frontline Ministries Inc	SC	\$162,941	President	\$42,000	\$40,017	2023
Onesimus Ministry	CA	\$162,845	Rev. & President	\$43,680	\$34,447	2023
Living Bread Ministries	VA	\$168,238	President	\$32,620	\$27,940	2024
Libertad En Cristo Ministries Inc	KS	\$168,253	President-trustee	\$37,100	\$35,556	2024
The Living Word Outdoor Drama Inc	OH	\$162,084	Executive Di	\$35,360	\$34,204	2023
Tom Farrell Evangelistic Ministries Inc	NC	\$161,436	Exec Dir	\$18,000	\$16,499	2024
International Ethiopian Evangelical Church Germantown	MD	\$160,973	Pastor	\$24,058	\$20,542	2023
The Schermerhorn Foundation	NY	\$170,789	President	\$9,500	\$7,840	2023
One King Inc	MO	\$170,845	President & Director	\$113,214	\$106,372	2024
China Services Ventures	MN	\$171,022	Executive Director	\$52,000	\$45,580	2024
Sierra Vista Bethel Church	AZ	\$172,154	Pastor	\$78,907	\$67,318	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Culturebound Inc	OR	\$157,370	Exectuive Director	\$55,200	\$44,302	2025
Soul Purpose Ministries	MN	\$173,385	Director	\$30,000	\$26,296	2024
Saul To Paul Ministries	IN	\$155,939	Director	\$28,844	\$26,983	2024
City Of Zion Church	MD	\$155,928	Pastor	\$65,275	\$55,735	2023
Jewish Center And Federation Of The	NY	\$155,588	Executive Director (Part Year)	\$18,795	\$15,511	2023
Whetstone Ministries Ron Fuhrman	AR	\$175,318	Director	\$20,800	\$20,740	2024
Joshua And Caleb Ministries Inc	PA	\$155,349	Chairman	\$44,791	\$40,794	2023
Abundance Of Life Temple Ministries	LA	\$175,559	Secretary/treasurer	\$18,550	\$18,120	2024
Kingdom Life Ministries International	CO	\$175,984	President	\$105,122	\$89,418	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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.

■ Sample, role match & sensitivity

PEER COUNT 210 organizations. Compensation range \$1,532–\$142,577; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$165,341); for reference, expenses \$182,528 and assets \$160,683.

ROLE MATCH Gary R Rosberg, reported title "*President, CEO*", 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.
OUTLIERS	4 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	75 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	74 th

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 (Gary R Rosberg) 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 210 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 75th 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.