

# Global Fatherhood Foundation

Executive Director / CEO

EIN 465527373  
 MN · NTEE P42  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Samuel Mwangi, Executive Director / CEO** (\$95,000) against the **2000** closest of **3,672** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Samuel Mwangi — 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 (P42).
BUDGET	Total revenue between \$219,479 and \$491,371 — 0.67x to 1.50x the subject's \$327,581 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**3,672** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$15,481	\$30,451	\$51,265	\$71,184	\$91,849	<b>\$95,000</b>
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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 MN 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="#">Laundry Workers Center Inc</a>	NY	\$327,588	Co-director	\$70,000	<b>\$62,179</b>	2024
<a href="#">The Marc Foundation</a>	AZ	\$327,536	Ceo	\$47,886	<b>\$45,270</b>	2024
<a href="#">Inclusionworks</a>	OH	\$327,438	President	\$1,300	<b>\$1,393</b>	2023
<a href="#">Sisters Of Solace</a>	MO	\$327,391	Executive Di	\$33,348	<b>\$34,720</b>	2024
<a href="#">Serenity Homes</a>	MN	\$327,799	Executive Director	\$22,000	<b>\$22,000</b>	2023
<a href="#">Hope- Esperanza</a>	NE	\$327,361	Employment Coordinator	\$20,800	<b>\$21,424</b>	2025
<a href="#">Disability Resource Network</a>	AL	\$327,865	Executive Director	\$58,077	<b>\$61,676</b>	2024
<a href="#">Adoption Dreams Come True Inc</a>	CO	\$327,293	Adct Exec Direc	\$92,700	<b>\$87,376</b>	2024
<a href="#">The Healthsource Foundation</a>	OH	\$327,288	Hso Ceo	\$41,842	<b>\$44,850</b>	2023
<a href="#">Hoke Domestic Violence &amp; Sexual Assault Center Inc</a>	NC	\$327,270	Executive Director	\$24,433	<b>\$24,816</b>	2024
<a href="#">Litarts Ri</a>	RI	\$327,897	Program Director	\$73,999	<b>\$69,749</b>	2024
<a href="#">Cane Child Development Center</a>	RI	\$327,937	Director	\$57,637	<b>\$54,327</b>	2024
<a href="#">Porter Group Inc</a>	AL	\$327,956	President	\$3,000	<b>\$3,186</b>	2024
<a href="#">One Challenge Usa</a>	CO	\$327,988	Executive Director	\$8,466	<b>\$7,980</b>	2024
<a href="#">Wisconsin State Journal Youth</a>	WI	\$327,988	Executive Director	\$24,000	<b>\$25,366</b>	2023
<a href="#">Kurdish Peace Institute</a>	VA	\$328,020	Executive Dir.	\$143,982	<b>\$136,657</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">All Care Home And Community Services Inc</a>	WV	\$327,120	Executive Director	\$33,681	<b>\$36,907</b>	2023
<a href="#">Blackshear Presbyterian Child Care Inc</a>	GA	\$328,062	Ceo	\$64,608	<b>\$63,857</b>	2024
<a href="#">Yolo Healthy Aging Alliance</a>	CA	\$328,066	Executive Director	\$29,423	<b>\$25,712</b>	2023
<a href="#">The Fringe Thrift Closet</a>	OH	\$328,067	President	\$37,500	<b>\$39,043</b>	2024
<a href="#">Tri-state Independent Blind Society Inc</a>	IA	\$328,076	President	\$32,663	<b>\$35,156</b>	2024
<a href="#">Silver Spring Village Inc</a>	MD	\$327,045	Executive Director	\$87,188	<b>\$80,127</b>	2024
<a href="#">Help Right Here</a>	TN	\$328,137	Co-executive Director	\$53,428	<b>\$56,836</b>	2023
<a href="#">4points Family Services</a>	TX	\$328,192	Director Of Operations	\$76,667	<b>\$75,386</b>	2024
<a href="#">Women Crowned In Glory</a>	CA	\$326,967	President	\$64,600	<b>\$56,453</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	2000 organizations. Compensation range \$17–\$543,329; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$327,581); for reference, expenses \$318,225 and assets \$32,949.
ROLE MATCH	Samuel Mwangi, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 135 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 38 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	93 <sup>rd</sup>
All sources (D + E + F), adjusted	86 <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 (Samuel Mwangi) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,000 is reasonable (approximately the 91<sup>st</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.