

# Fountains Of Life Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Robert Hartzell, Executive Director / CEO** (\$63,890) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Robert Hartzell — reported title "Director", 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 (X20).

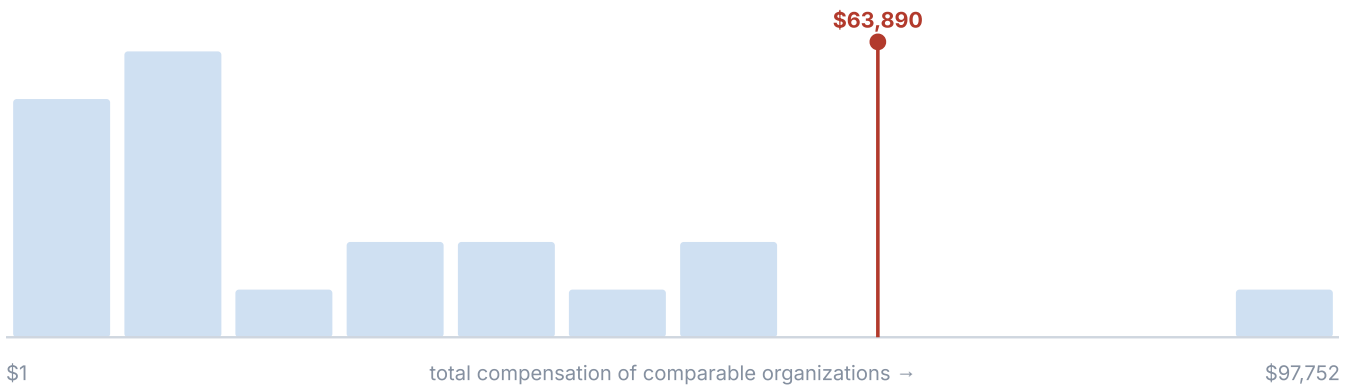
**BUDGET** Total revenue between \$75,149 and \$168,246 — 0.67x to 1.50x the subject's \$112,164 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X20) + FL + budget 0.67–1.5x revenue.

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

→ **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,370	\$8,010	\$14,782	\$36,750	\$54,484	<b>\$63,890</b>
---------	---------	----------	----------	----------	-----------------



## ● 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 FL 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="#">Event Evangelism Inc</a>	FL	\$114,474	President	\$1	<b>\$1</b>	2024
<a href="#">Worship United Inc</a>	FL	\$108,269	Officer	\$8,077	<b>\$8,316</b>	2023
<a href="#">Mary Esther Church Of Christ</a>	FL	\$116,799	Evangelist & Secretary	\$52,800	<b>\$54,360</b>	2023
<a href="#">Centro Cristiano El Kairos De Dios Inc</a>	FL	\$107,332	President	\$39,000	<b>\$39,000</b>	2024
<a href="#">New Life International Mission Inc</a>	FL	\$101,525	Director	\$12,994	<b>\$12,994</b>	2024
<a href="#">Off The Chain Ministries Inc</a>	FL	\$130,564	Director/president	\$30,000	<b>\$32,152</b>	2022
<a href="#">All Will Know Him Inc</a>	FL	\$91,531	Director	\$7,090	<b>\$7,090</b>	2024
<a href="#">Doug Holliday Ministries Inc</a>	FL	\$132,813	President	\$54,000	<b>\$55,595</b>	2023
<a href="#">Grace For Glory Global Ministries I</a>	FL	\$135,366	President	\$4,500	<b>\$4,633</b>	2023
<a href="#">Beverly Crawford Ministries Inc</a>	FL	\$141,058	President	\$13,963	<b>\$13,963</b>	2024
<a href="#">Ministerio International El Shadai Corp</a>	FL	\$82,662	President	\$12,000	<b>\$12,354</b>	2023
<a href="#">Strategies4life Inc</a>	FL	\$143,943	Director	\$2,000	<b>\$2,000</b>	2024
<a href="#">Revelation 320 Missionary Ministry And Biblical Teachings Inc</a>	FL	\$146,961	Senior Pastor	\$15,600	<b>\$15,600</b>	2024
<a href="#">Jim Gilbert Ministries Inc</a>	FL	\$150,494	President	\$6,470	<b>\$6,661</b>	2023
<a href="#">Forrest Ministries Inc</a>	FL	\$154,730	Director	\$30,000	<b>\$30,000</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tim And Gaye Goad Ministries Inc</a>	FL	\$155,538	President	\$97,752	<b>\$97,752</b>	2024
<a href="#">Tommy Brandt Ministries Inc</a>	FL	\$156,047	P	\$11,750	<b>\$11,750</b>	2024
<a href="#">Champions Of Faith International Church Inc</a>	FL	\$158,926	President	\$17,900	<b>\$18,429</b>	2023
<a href="#">Antioch Breakthrough Ministries Inc</a>	FL	\$160,100	Pastor/president	\$41,632	<b>\$41,632</b>	2024
<a href="#">Christ Apostolic Church Of Orlando Inc</a>	FL	\$160,668	President/pastor	\$36,000	<b>\$36,000</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	20 organizations. Compensation range \$1–\$97,752; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$112,164); for reference, expenses \$140,690 and assets \$15,252.
ROLE MATCH	Robert Hartzell, reported title " <i>Director</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>
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	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	95 <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 Hartzell) 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 20 similarly situated organizations (Same NTEE sector (X20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,890 is reasonable (approximately the 95<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.