

# Roofs From The Heart

Executive Director / CEO

EIN 851064356

DE · NTEE P20

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Glenn Fedale Sr, Executive Director / CEO** (\$22,000) against **every comparable organization** that fit the selection criteria — **985** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

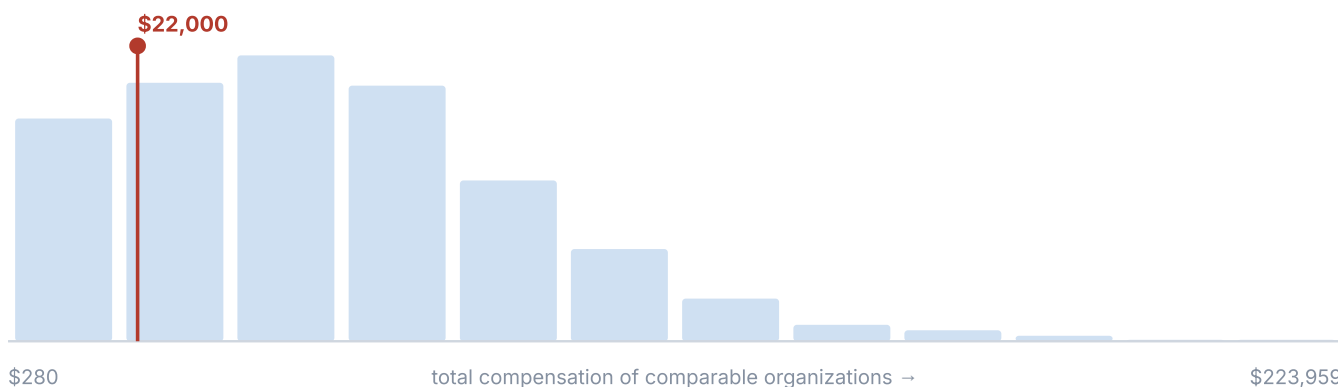
**Benchmarked executive:** Glenn Fedale Sr — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

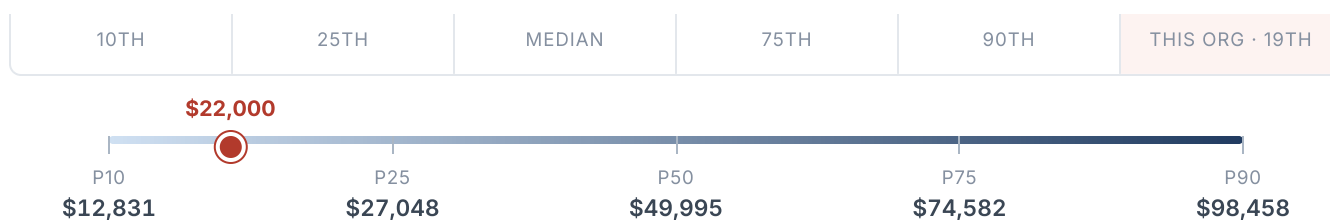
SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$181,236 and \$405,753 — 0.67x to 1.50x the subject's \$270,502 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**985** organizations qualified on sector, size, and geography → **985** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,831	\$27,048	\$49,995	\$74,582	\$98,458	\$22,000
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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 DE 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="#">Fitkids360</a>	MI	\$270,407	Former Executive Director	\$24,000	<b>\$25,969</b>	2024
<a href="#">Pottstown Beacon Of Hope</a>	PA	\$270,745	Executive Director	\$109,660	<b>\$118,025</b>	2023
<a href="#">Christian Community Services Inc</a>	TN	\$270,204	Executive Dir.	\$63,950	<b>\$72,549</b>	2023
<a href="#">Christnet</a>	MI	\$270,188	Exec Director/ceo	\$50,000	<b>\$55,700</b>	2023
<a href="#">Access Language Solutions Inc</a>	KY	\$270,017	Executive Director	\$38,424	<b>\$44,554</b>	2023
<a href="#">Ggi Foundation Inc</a>	FL	\$271,195	President And Ceo	\$122,461	<b>\$120,600</b>	2024
<a href="#">Strength Of A Champion Ministries</a>	AR	\$271,202	President	\$7,500	<b>\$8,837</b>	2024
<a href="#">Chickasaw Wellness Complex</a>	IA	\$269,726	Co-cwc Direc	\$35,000	<b>\$39,139</b>	2025
<a href="#">Community Organizing For Racial Equity</a>	NC	\$269,721	Executive Dir.	\$71,667	<b>\$79,921</b>	2023
<a href="#">White Bear Lake Basketball Association</a>	MN	\$269,489	Tournament Director	\$2,500	<b>\$2,589</b>	2024
<a href="#">Puente Desarrollo Internacional</a>	IN	\$269,418	Ceo	\$49,360	<b>\$56,180</b>	2023
<a href="#">Compassion Washington</a>	WA	\$269,399	Executive Dir.	\$36,000	<b>\$34,786</b>	2023
<a href="#">United Way Of Clare County</a>	MI	\$269,212	Executive Director	\$16,800	<b>\$18,715</b>	2023
<a href="#">World Impact Network</a>	WA	\$269,209	Executive Dir.	\$97,500	<b>\$91,510</b>	2024
<a href="#">Family Promise Of Southern Delaware Inc</a>	DE	\$269,207	Executive Director	\$82,476	<b>\$84,658</b>	2024
<a href="#">Kingdom Gospel Mission</a>	FL	\$271,836	President	\$90,000	<b>\$88,632</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Michigan Armed Forces Hospitality Center</a>	MI	\$268,994	Executive Director	\$22,750	<b>\$24,616</b>	2024
<a href="#">Love In The Name Of Christ - Big Wo</a>	MN	\$272,036	Executive Di	\$48,000	<b>\$48,439</b>	2025
<a href="#">Caring Children Clothing Children Inc</a>	FL	\$268,926	Executive Director	\$68,667	<b>\$67,624</b>	2024
<a href="#">The Fiatm Group Inc</a>	CA	\$272,219	Founder & Chair	\$76,628	<b>\$71,414</b>	2023
<a href="#">Do For One Nyc</a>	NY	\$272,367	President	\$72,797	<b>\$70,996</b>	2023
<a href="#">Found In Faith Ministries Inc</a>	MD	\$268,559	Executive Director	\$47,278	<b>\$45,141</b>	2025
<a href="#">Wings Of Blessing</a>	TX	\$272,552	Director	\$48,000	<b>\$50,334</b>	2024
<a href="#">Cross Outreach</a>	IA	\$268,364	Executive Director	\$64,113	<b>\$73,590</b>	2024
<a href="#">Grand Rapids Community Outreach</a>	MI	\$268,141	President	\$80,503	<b>\$84,861</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE cost of living and 2025 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 DE 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	<b>985</b> organizations. Compensation range \$280–\$223,959; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$270,502); for reference, expenses \$260,707 and assets \$136,795.
ROLE MATCH	Glenn Fedale Sr, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	22 <sup>nd</sup>
All sources (D + E + F), adjusted	18 <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 (Glenn Fedale Sr) 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 985 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,000 is reasonable (approximately the 19<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.