

Vermont Interfaith Action Inc

Executive Director / CEO

EIN 030223222

VT · NTEE P20Z

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Deborah Ingram, Executive Director / CEO** (\$74,353) against **every comparable organization** that fit the selection criteria — **372** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

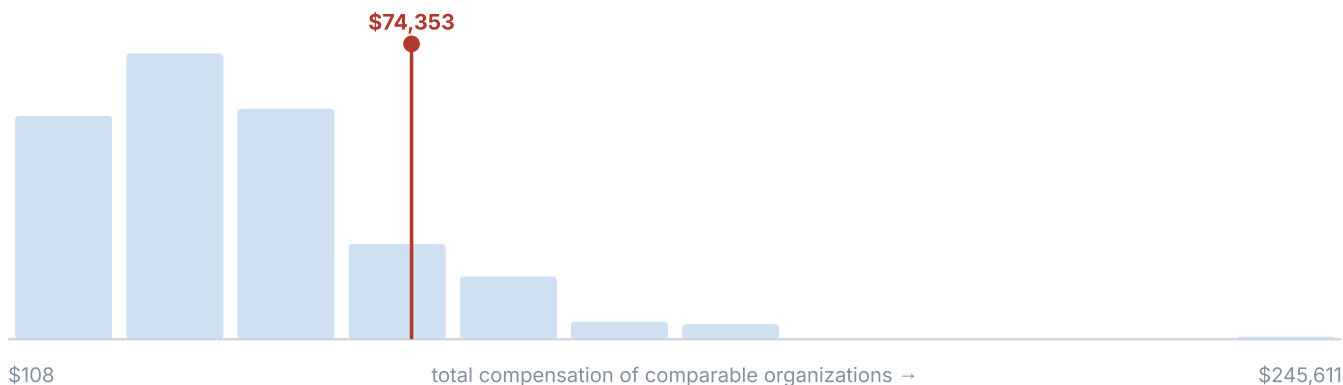
Benchmarked executive: Deborah Ingram — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20Z).
BUDGET	Total revenue between \$97,306 and \$217,849 — 0.67x to 1.50x the subject's \$145,233 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

372 organizations qualified on sector, size, and geography → **372** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,353	\$21,128	\$37,412	\$57,560	\$83,044	\$74,353
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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 VT 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
Mama Hope Inc	NY	\$145,212	Secretary	\$18,100	\$15,784	2024
Stillwater Ranch Inc	CO	\$145,667	Executive Dir.	\$52,203	\$48,305	2024
Chinese Health And Wellness Center Inc	AZ	\$145,669	Program Coordinator	\$29,522	\$28,208	2023
Aspire Health Partners Foundation Inc	FL	\$144,750	President/ceo	\$37,346	\$34,856	2023
Associated Catholic Charities	NY	\$146,074	Executive Director As Of 06/2024	\$36,715	\$32,016	2024
Compelled Ones	AZ	\$144,117	President	\$44,000	\$40,836	2024
Legacy Minded Men	FL	\$146,361	Executive Director	\$90,000	\$84,000	2023
Overdose Crisis Response Fund	IL	\$146,980	Board President	\$88,074	\$83,558	2024
Institute For Healing Of Memories - North America	NY	\$147,061	Executive Director	\$99,226	\$89,082	2023
Crozierlife Inc	IN	\$147,137	Executive Di	\$36,000	\$36,636	2024
Numana Inc	IA	\$143,211	President	\$25,850	\$28,121	2023
Fathers Families Healthy Communities	IL	\$147,438	Executive Director	\$108,333	\$102,778	2024
Latina Sisters Support Inc	NY	\$147,591	Founder	\$25,400	\$22,803	2023
Family Promise Of Cheyenne	WY	\$142,837	Executive Director	\$54,800	\$56,628	2024
Oceania Northwest	WA	\$147,892	Member	\$5,100	\$4,407	2024
Sussex Seniors Urban Renewal Affordable	NJ	\$148,174	Chief Executive Officer	\$35,878	\$30,913	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
A Giving Heart Project	NC	\$148,649	Executive Director	\$27,000	\$26,922	2024
Koochiching Aging Options	MN	\$141,676	Excutive Dir	\$64,177	\$61,196	2024
Mission Rebirth Inc	LA	\$149,309	Founder Executive Director	\$39,200	\$41,654	2024
Caring And Sharing Inc	SC	\$149,701	Exec. Director	\$20,139	\$20,874	2023
Generosity-global Incorporated	MD	\$149,729	Founder / Ceo	\$18,500	\$17,184	2023
Luther Village Iv Of Dover Inc	DE	\$150,000	Executive Director	\$5,511	\$5,073	2025
United Way Of Chester County In	SC	\$150,087	Executive Director	\$51,656	\$52,004	2024
Dallas Kids First	TX	\$150,321	Director, Bo	\$59,601	\$59,233	2023
Us Institute Against	FL	\$150,378	President	\$141,890	\$132,431	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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 372 organizations. Compensation range \$108–\$245,611; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$145,233); for reference, expenses \$265,408 and assets \$487,290. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Deborah Ingram, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 11 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	87 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	80 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 (Deborah Ingram) 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 372 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,353 is reasonable (approximately the 87th 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.