

Faith Baptist Church Of Coram Youth Awareness Inc

Executive Director / CEO

EIN 112955779
 NY · NTEE O40Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ebony Bell, Executive Director / CEO** (\$18,200) against **every comparable organization** that fit the selection criteria — **208** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

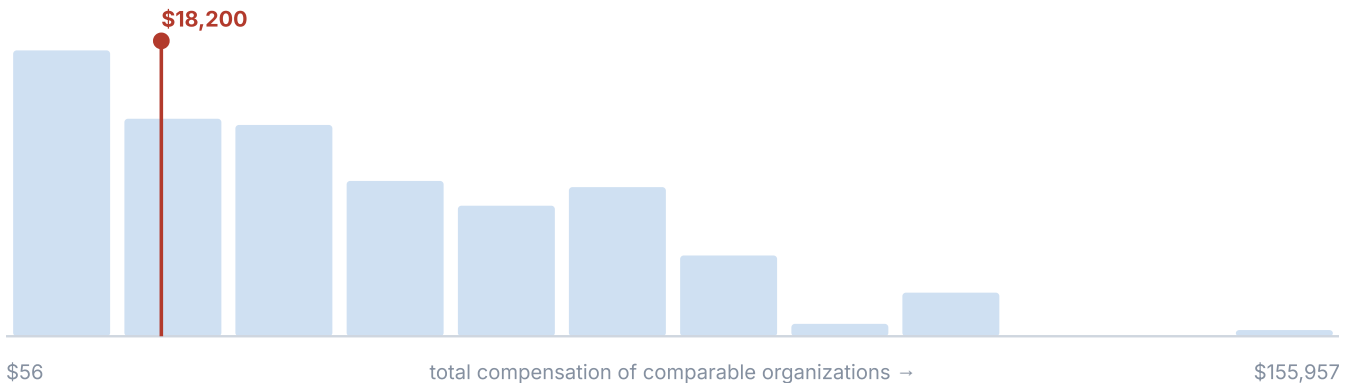
Benchmarked executive: Ebony Bell — reported title “employee”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O40Z).
BUDGET	Total revenue between \$85,527 and \$191,479 — 0.67x to 1.50x the subject's \$127,653 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

208 organizations qualified on sector, size, and geography → **208** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,797 10TH	\$16,419 25TH	\$35,048 MEDIAN	\$60,507 75TH	\$79,755 90TH	\$18,200 THIS ORG · 26TH
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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 NY 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
The Child And Family Foundation Inc	MD	\$128,051	Executive Director	\$58,077	\$58,364	2024
Daytona Beach Sports Club Inc	FL	\$127,128	President	\$1,000	\$1,009	2024
Alliance Of Elite Youth Leadership	TX	\$128,237	Excecutive D	\$68,309	\$73,448	2024
Girl Scouts Of Northeast Texas Endowment	TX	\$128,478	Ceo	\$36,402	\$39,141	2024
Makaha Cultural Learning Center	HI	\$128,555	President	\$21,008	\$20,815	2023
Boys & Girls Club Foundation	IL	\$126,002	Ceo	\$11,012	\$11,637	2024
Eleanor Johnson Youth Center Inc	FL	\$129,459	Director	\$37,949	\$38,320	2024
The Third Story Inc	CO	\$125,746	President	\$70,391	\$74,695	2023
Rip City Foundation	MI	\$129,792	Secy Treas.	\$20,800	\$23,077	2024
Color Outside The Lines	OR	\$130,243	Executive Director	\$45,000	\$46,246	2023
The Joey Arrietta Foundation	OH	\$130,731	President/di	\$55,240	\$64,748	2023
Fairbanks Tennis Association	AK	\$124,543	Vice President, Treasurer	\$2,150	\$2,275	2023
Project Impact South Bend Inc	IN	\$130,858	Director	\$9,600	\$10,883	2024
Harbor Hoops Ltd	NY	\$124,275	President	\$20,000	\$19,426	2024
Livelikeyohnny Foundation	TX	\$124,072	Executive Director	\$28,654	\$30,810	2024
Pelican Action Inc	LA	\$131,254	Director	\$71,858	\$85,052	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Living Hope Ministries	MN	\$123,632	Exec Dir/pre	\$30,325	\$33,160	2023
Sunago Inc	AZ	\$123,313	Secretary/ Manager	\$30,000	\$31,012	2024
U-turn Ministries Of Goshen Inc	IN	\$123,233	Executive Director	\$16,800	\$19,044	2024
All4love	MD	\$132,116	Executive Director	\$33,908	\$35,082	2023
New Heights Christian School	AR	\$122,889	Treasurer	\$50,000	\$58,855	2025
Arizona Kids Think Too	AZ	\$122,515	Executive Dir.	\$83,016	\$85,818	2024
Center For Anthroposophical Endeavors	WA	\$121,208	Executive Director	\$36,000	\$34,645	2024
Academic Link Outreach Nfp	WA	\$134,482	Vice President	\$52,002	\$51,523	2023
Boxwood Learning Center Inc	NJ	\$136,522	Ceo	\$2,544	\$2,514	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 208 organizations. Compensation range \$56–\$155,957; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$127,653); for reference, expenses \$227,883 and assets \$100,284. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Ebony Bell, reported title "*employee*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	26 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	23 rd

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 (Ebony Bell) 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 208 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,200 is reasonable (approximately the 26th 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.