

Pittsburgh Interfaith Impact Network

Executive Director / CEO

EIN 251864628
 PA · NTEE S012
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Victoria Foley, Executive Director / CEO** (\$17,240) against **every comparable organization** that fit the selection criteria — **1412** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Victoria Foley — reported title “BOARD MEMBER”, 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 (S012).
BUDGET	Total revenue between \$152,896 and \$342,306 — 0.67x to 1.50x the subject's \$228,204 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,412 organizations qualified on sector, size, and geography → **1,412** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,223	\$32,863	\$60,563	\$84,444	\$116,090	\$17,240
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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 PA 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
Mille Lacs Trails Inc	MN	\$228,217	Ceo	\$19,519	\$19,912	2023
Airport Gateway Business Association	WI	\$228,260	Executive Dir.	\$105,325	\$110,303	2024
Melanin Market Inc	FL	\$228,279	President	\$45,000	\$42,391	2024
Community Healthcare Foundation Inc	MO	\$227,991	Ceo	\$31,494	\$34,437	2023
Orange Chamber Of Commerce	TX	\$227,908	President & Ceo	\$77,218	\$77,456	2024
Development Partner Institute Inc	IL	\$227,747	Executive Di	\$102,073	\$100,628	2024
Jonnycake Center Realty Corporation	RI	\$228,717	Executive Director	\$26,527	\$26,261	2023
Cuero Chamber Of Commerce & Agriculture	TX	\$228,896	Executive Director	\$49,323	\$49,475	2024
Dakota Institute For Business And	SD	\$227,434	Ceo	\$159,655	\$181,909	2023
Renewing Homes Of Greater Augusta Inc	VA	\$228,987	Executive Dir.	\$17,730	\$16,724	2025
Business & Education Network Inc	KY	\$227,365	Executive Director	\$13,485	\$14,528	2024
Fine Chocolate Industry Association	WA	\$227,361	Executive Dir.	\$56,667	\$52,378	2023
Dynamic Community Development Corporation	FL	\$229,047	Business Developer	\$42,686	\$40,211	2024
Newport News Green Foundation Inc	VA	\$229,111	Executive Di	\$71,050	\$70,825	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Glover Park Alliance	DC	\$227,283	Executive Director	\$92,942	\$81,786	2024
Main Street Texarkana	TX	\$229,139	Executive Dir.	\$60,320	\$60,506	2024
New Mexico Independent Power Producers	AZ	\$227,260	Director	\$182,733	\$176,226	2024
Metropolitan Memphis Hotel &	TN	\$229,231	President	\$165,000	\$173,919	2024
Institute For Public Leadership	NE	\$227,033	Executive Director	\$85,000	\$89,313	2025
Hawaii Ccim Chapter	HI	\$226,975	Executive Director	\$39,894	\$36,874	2023
Lapine Chamber Of Commerce Inc	OR	\$226,939	Executive Director	\$33,833	\$30,694	2025
Shoreline Chamber Of Commerce	CT	\$226,889	President	\$72,500	\$68,165	2024
Beautiful Downtown Lewiston	ID	\$226,853	Executive Dir.	\$72,120	\$82,453	2022
Johnson County Economic Development Corp	MO	\$229,565	Executive Director	\$86,357	\$94,428	2023
Massachusetts Facilities Admin Association Inc	MA	\$229,578	Treasurer	\$11,875	\$10,701	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **1412** organizations. Compensation range \$1–\$673,559; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$228,204); for reference, expenses \$142,304 and assets \$183,909.
ROLE MATCH	Victoria Foley, reported title " <i>BOARD MEMBER</i> ", 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	185 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	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	10 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 (Victoria Foley) 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 1412 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,240 is reasonable (approximately the 14th 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.