

# Speaking Truth In Love Ministries Inc

Executive Director / CEO

EIN 262529192

NY · NTEE I73

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dale Ingraham, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **469** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22<sup>nd</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Dale Ingraham — reported title “President of Board of Directors and Program 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 (I73).
BUDGET	Total revenue between \$179,746 and \$402,417 — 0.67x to 1.50x the subject's \$268,278 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

**469** organizations qualified on sector, size, and geography → **469** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$23,099	\$43,429	\$63,434	\$84,171	\$107,008	\$40,000
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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 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
<a href="#">Allegany Law Foundation Inc</a>	MD	\$268,405	Executive Director	\$57,073	<b>\$59,049</b>	2023
<a href="#">Frontline Legal Services</a>	LA	\$268,828	Co-executive Director	\$75,000	<b>\$88,771</b>	2024
<a href="#">Ourjourney Co</a>	NC	\$268,885	Executive Director	\$39,617	<b>\$44,001</b>	2024
<a href="#">Equal Citizens Foundation</a>	DC	\$269,229	Treasurer	\$36,000	<b>\$33,957</b>	2024
<a href="#">Wyoming County - Attica Legal Aid</a>	NY	\$267,246	Vice Preside	\$31,756	<b>\$30,050</b>	2025
<a href="#">Time Of Change</a>	CA	\$269,415	Director/president	\$30,000	<b>\$27,127</b>	2025
<a href="#">Ceces Hope Center</a>	AZ	\$267,116	Pres/ceo	\$24,000	<b>\$25,543</b>	2023
<a href="#">Arizonans For The Protection</a>	AZ	\$270,200	Exec Dir	\$31,200	<b>\$33,206</b>	2023
<a href="#">For The Silent</a>	TX	\$270,521	Executive Dir.	\$50,000	<b>\$53,762</b>	2024
<a href="#">The Ace Fiduciary Group A Non-profit</a>	CA	\$265,875	Executive Director & Corporate Secretary	\$59,265	<b>\$55,009</b>	2024
<a href="#">Vermilion County Child Advocacy Center</a>	IL	\$265,691	Executive Director	\$55,586	<b>\$57,227</b>	2025
<a href="#">Granite Falls Community Coalition &amp; Food</a>	WA	\$271,359	Food Bank Director	\$51,400	<b>\$50,927</b>	2023
<a href="#">El Centro Hispanoamericano</a>	NJ	\$264,706	Executive Director	\$49,660	<b>\$47,659</b>	2024
<a href="#">Anderson Counseling And Education Inc</a>	CA	\$264,359	President	\$88,000	<b>\$87,540</b>	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">St Croix Valley Restorative</a>	WI	\$264,006	Executive Di	\$71,784	<b>\$82,964</b>	2023
<a href="#">Association Of Women In Corrections</a>	NY	\$272,858	Executive Director	\$41,480	<b>\$41,480</b>	2023
<a href="#">Chebar Ministries Inc</a>	GA	\$263,486	President	\$5,000	<b>\$5,564</b>	2023
<a href="#">Oregon Health Justice Center</a>	OR	\$263,336	Attorney/partner	\$105,769	<b>\$105,581</b>	2024
<a href="#">Yolo Conflict Resolution Center</a>	CA	\$263,331	Executive Director	\$78,134	<b>\$74,664</b>	2023
<a href="#">Treatment Accountability For Safer</a>	NY	\$263,175	Executive Di	\$70,643	<b>\$68,616</b>	2024
<a href="#">Peace And Justice Law Center</a>	CA	\$262,696	Co-executive Director	\$109,999	<b>\$102,099</b>	2024
<a href="#">Chilton County Court Services Inc</a>	AL	\$262,175	Executive Di	\$46,949	<b>\$54,520</b>	2024
<a href="#">Goochland-powhatan Casa</a>	VA	\$274,505	Executive Director	\$66,000	<b>\$66,733</b>	2025
<a href="#">Phoenix Legal Action Network</a>	AZ	\$261,916	Executive Director	\$81,222	<b>\$86,444</b>	2023
<a href="#">San Joaquin Fair Housing Foundation Inc</a>	CA	\$261,677	Executive Dir.	\$60,375	<b>\$57,694</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>469</b> organizations. Compensation range \$464–\$437,302; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$268,278); for reference, expenses \$91,281 and assets \$222,267. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Dale Ingraham, reported title " <i>President of Board of Directors and Program 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>
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	<b>22<sup>nd</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>24<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>24<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>19<sup>th</sup></b>

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 (Dale Ingraham) 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 469 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 22<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.