

Cosentino Charity Foundation

Executive Director / CEO

EIN 431684529

KS · NTEE T70

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **John Cosentino, Executive Director / CEO** (\$11,000) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

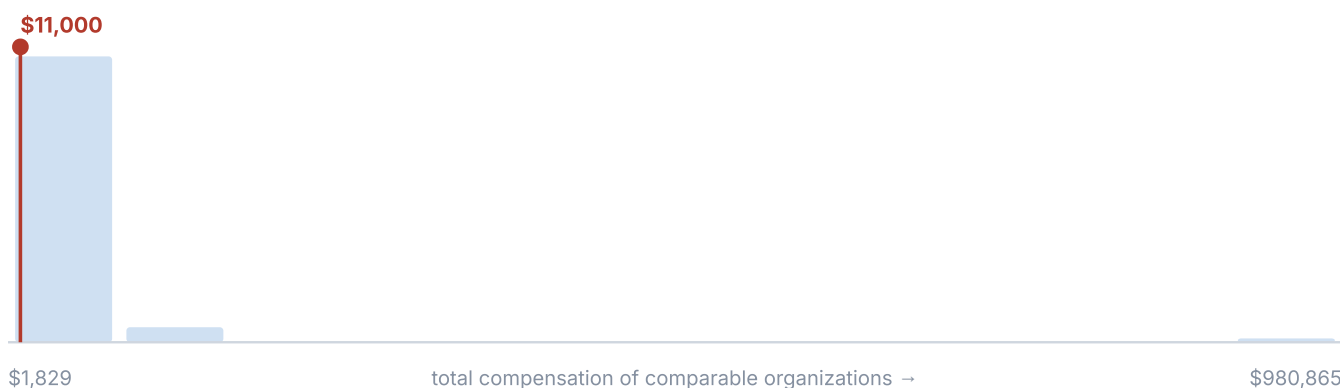
Benchmarked executive: John Cosentino — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T70).
BUDGET	Total revenue between \$110,876 and \$248,230 — 0.67x to 1.50x the subject's \$165,487 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T70), nationwide + budget 0.67–1.5x revenue.

81 organizations qualified on sector, size, and geography → **81** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,670	\$24,927	\$35,971	\$53,208	\$76,581	\$11,000
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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 KS 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
United Way Of Jay County Inc	IN	\$165,733	Executive Director	\$36,850	\$35,971	2023
Gateway Charitable Foundation Inc	IL	\$167,185	President & Ceo	\$27,619	\$24,413	2024
The Resolution Center Inc	NE	\$163,621	Executive Di	\$65,053	\$64,765	2023
Career & Networking Center	IL	\$162,193	Executive Director	\$90,011	\$79,561	2024
United Way Of Gibson County Inc	IN	\$160,780	Executive Director	\$64,020	\$59,134	2025
United Way Of Lapeer County	MI	\$160,411	Prior Exec D	\$34,545	\$32,058	2024
Tioga United Way Inc	NY	\$172,773	Executive Dir.	\$58,548	\$47,566	2024
United Givers Fund Of Dekalb County	AL	\$154,938	Executive Di	\$28,388	\$27,574	2024
United Way Of Clatsop County	OR	\$176,326	Executive Director	\$3,316	\$2,769	2024
Grant Hamill Foundation Inc	IN	\$178,070	Executive Director	\$36,996	\$35,078	2024
United Way Of Northwest Connecticut Inc	CT	\$151,914	Executive Dir.	\$44,635	\$37,626	2024
Cleveland Community Fund	OH	\$151,583	President & Ceo (Thru 9/22)	\$34,728	\$34,047	2023
Roundup Cowboys Association	TX	\$148,460	President	\$2,874	\$2,585	2024
United Way Of Guernsey And Noble Counties Inc	OH	\$146,754	Exective Director	\$36,278	\$35,567	2023
Gleaners Of South Lake County Inc	IN	\$185,696	Dir/treas.	\$17,865	\$17,439	2023
United Way Of Western Crawford County	PA	\$186,732	Executive Director	\$66,950	\$60,027	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United Way Of Dodge City Inc	KS	\$187,579	Executive Director	\$52,530	\$51,023	2024
Jamestown United Way	ND	\$187,625	Executive Director	\$23,850	\$23,532	2024
Pennsylvania Hunt Cup Committee	PA	\$187,672	Race Directo	\$31,000	\$27,078	2025
United Way Of Whitman County	WA	\$188,519	Executive Director	\$51,624	\$41,555	2024
Money Management Education	WI	\$142,188	President & Ceo	\$21,539	\$20,224	2024
United Way Of Chaves County	NM	\$141,197	Executive Director	\$57,644	\$55,742	2024
Equality Illinois	IL	\$190,104	Secretary/ Ceo	\$147,094	\$133,857	2023
Caledonia Conservancy Ltd	WI	\$140,610	Executive Director	\$39,984	\$37,544	2024
United Way Of Rockbridge Inc	VA	\$190,380	Executive Director	\$38,000	\$33,962	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	81 organizations. Compensation range \$1,829–\$980,865; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$165,487); for reference, expenses \$94,321 and assets \$178,863. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	John Cosentino, reported title " <i>Vice President</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	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (John Cosentino) 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 81 similarly situated organizations (Same NTEE sector (T70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,000 is reasonable (approximately the 7th 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.