

Cleveland Clergy Alliance

Executive Director / CEO

EIN 463259011
OH · NTEE X03
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Lorenzo Norris, Executive Director / CEO** (\$28,130) against **every comparable organization** that fit the selection criteria — **1807** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

Benchmarked executive: Lorenzo Norris — reported title “President CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X03).
BUDGET	Total revenue between \$150,920 and \$337,881 — 0.67x to 1.50x the subject's \$225,254 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

1,807 organizations qualified on sector, size, and geography → **1,807** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,035	\$25,868	\$46,225	\$75,803	\$104,223	\$28,130
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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 OH 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
Achim Inc	MD	\$225,251	President	\$109,874	\$96,985	2024
It's A New Day Inc	GA	\$225,289	Sec/treasurer	\$6,731	\$6,390	2024
Asian American Christian Collaborative	IL	\$225,193	Cfo	\$17,500	\$16,724	2023
Gary Crowl International Ministries Inc	OK	\$225,344	President	\$38,250	\$39,766	2024
Hope Dealer Community Inc	OH	\$225,060	Executive Director	\$59,940	\$59,940	2024
Better Life Ministries	CO	\$225,551	Executive Director	\$17,700	\$16,024	2024
The Faith Place Inc	WI	\$224,874	Pastor	\$36,806	\$37,364	2023
Koome Ministries Inc	CO	\$225,673	President	\$86,208	\$78,046	2024
Restore Ministries Inc	NJ	\$224,792	Trustee	\$24,522	\$21,282	2023
Reach Ministries Of Corpus Christi	TX	\$224,648	Ceo	\$70,708	\$68,753	2023
Hillel Of San Luis Obispo	CA	\$224,631	Executive Dir.	\$83,000	\$67,668	2024
Risen Jesus Inc	GA	\$224,523	President & Ceo	\$90,783	\$88,728	2023
Give Em Jesus Llc	LA	\$226,108	President/executive Director	\$70,000	\$74,925	2023
Reformed Communion	TX	\$224,399	Vida House	\$78,000	\$75,843	2023
Love Inc Of Metro Tampa Inc	FL	\$224,289	Executive Director	\$49,400	\$45,110	2023
St Sophia Religious Association	PA	\$226,304	President	\$72,700	\$68,450	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Beit Midrash Letalmud Inc	NY	\$226,317	President	\$108,000	\$92,141	2024
Bonhoeffer Haus Inc	VA	\$224,152	Executive Director	\$85,750	\$78,171	2024
Just A Preacher Ministries Inc	FL	\$226,387	President	\$100,000	\$88,696	2024
Barnabas & Partners	NC	\$226,389	Executive Dir.	\$96,938	\$101,354	2022
Cyrus Ministries	CA	\$226,444	Ceo	\$21,000	\$17,626	2023
Salt & Light Partners	MN	\$226,459	Excutive Director	\$67,392	\$64,729	2023
Greenview Madani Center Inc	GA	\$224,036	Director	\$36,400	\$34,556	2024
R3stored	OR	\$226,478	President	\$4,490	\$4,053	2023
New Fire For Christ	VA	\$226,485	President	\$130,667	\$122,637	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	1807 organizations. Compensation range \$53–\$446,843; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$225,254); for reference, expenses \$170,777 and assets \$52,382.
ROLE MATCH	Lorenzo Norris, reported title <i>"President CEO"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	63 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 43 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	28 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	27 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 (Lorenzo Norris) 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 1807 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,130 is reasonable (approximately the 28th 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.