

# Far Away Friends Inc

Executive Director / CEO

EIN 464917506  
 CO · NTEE S99  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Jayme Ward, Executive Director / CEO** (\$40,385) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30<sup>th</sup>** percentile of comparable organizations within the typical range

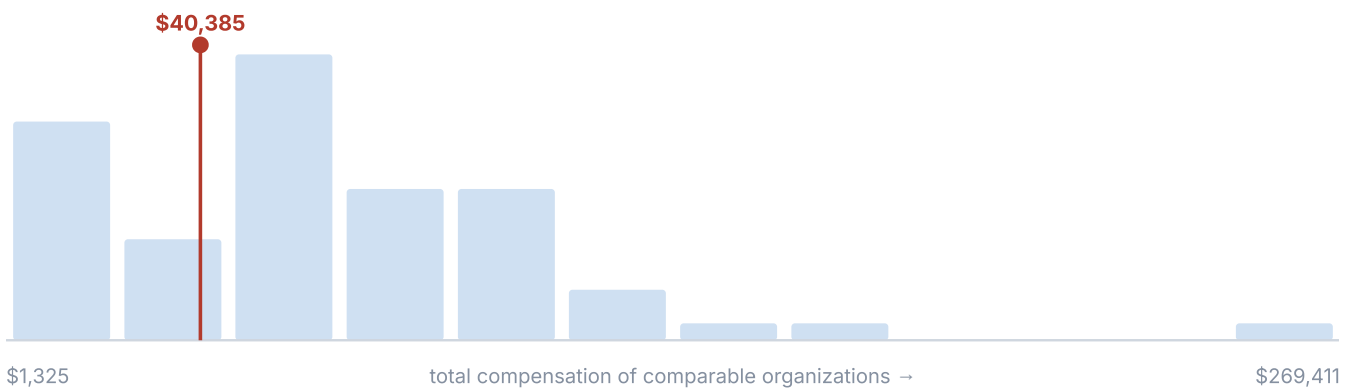
**Benchmarked executive:** Jayme Ward — reported title “CO-FOUNDER & BOARD CHAIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (S99).
- BUDGET** Total revenue between \$210,585 and \$471,459 — 0.67x to 1.50x the subject's \$314,306 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (S99), nationwide + budget 0.67–1.5x revenue.

**60** organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,247	\$27,082	\$61,799	\$86,552	\$111,757	\$40,385
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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 CO 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="#">Siuslaw Vision</a>	OR	\$313,525	Secretary	\$8,575	<b>\$8,305</b>	2024
<a href="#">Pioneering With Passion Ministries (Ppm)</a>	CT	\$315,223	Director	\$11,000	<b>\$10,756</b>	2024
<a href="#">The Chamber Foundation</a>	OH	\$318,415	President An	\$1,200	<b>\$1,325</b>	2024
<a href="#">Rethink Coalition Inc</a>	IN	\$303,862	Ceo And President	\$70,000	<b>\$76,985</b>	2024
<a href="#">Queen City Bicycle Collective</a>	NH	\$326,591	Executive Di	\$64,620	<b>\$60,622</b>	2025
<a href="#">California Center For Economic Initiatives</a>	CA	\$300,000	President And Executive Director	\$30,255	<b>\$27,246</b>	2024
<a href="#">Love In Motion Foundation Inc</a>	PR	\$298,969	Executive Director	\$35,139	<b>\$35,139</b>	2024
<a href="#">Central Midlands Justice Ministry</a>	SC	\$298,950	Executive Dir.	\$70,833	<b>\$77,065</b>	2024
<a href="#">Virginia Highland District Association Inc</a>	GA	\$297,162	Executive Director	\$58,334	<b>\$62,976</b>	2023
<a href="#">Friends Of Southern Ohio</a>	OH	\$333,117	Executive Director	\$80,052	<b>\$91,036</b>	2023
<a href="#">Good Grief Network</a>	MI	\$293,628	Executive Director/treasurer	\$49,047	<b>\$54,356</b>	2023
<a href="#">Total Life Community Educ Foundation</a>	AR	\$292,881	President/ceo	\$79,689	<b>\$93,416</b>	2024
<a href="#">Wlam Property Association Li</a>	WA	\$336,953	Executive Di	\$10,016	<b>\$9,352</b>	2024
<a href="#">Rf Impact Advisers Inc</a>	PA	\$289,452	Director	\$78,378	<b>\$81,513</b>	2024
<a href="#">Access Laporte County Inc</a>	IN	\$288,233	Director Of Operations	\$58,014	<b>\$65,688</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Chatterly</a>	TN	\$286,494	Creative Director	\$45,000	<b>\$50,787</b>	2023
<a href="#">Market Building Foundation Inc</a>	VA	\$285,014	Executive Di	\$92,221	<b>\$95,605</b>	2023
<a href="#">Natives Rising Inc</a>	CA	\$282,373	Ceo	\$186,839	<b>\$168,255</b>	2024
<a href="#">Clinton Cemetery Association</a>	CT	\$282,136	Secretary	\$17,973	<b>\$17,574</b>	2024
<a href="#">Shaylo Inc Socially Helping Adults Youth With Liveable Opportunities</a>	MD	\$346,941	Ceo	\$63,141	<b>\$63,381</b>	2023
<a href="#">Mission Realty Advisors</a>	MO	\$279,136	Executive Director	\$236,907	<b>\$269,411</b>	2023
<a href="#">Bloomfield Development Corporation</a>	PA	\$275,921	Former Ex. Dir.	\$61,879	<b>\$66,255</b>	2023
<a href="#">Everett Community Growers Inc</a>	MA	\$353,797	Director	\$1,893	<b>\$1,827</b>	2023
<a href="#">West Yellowstone Foundation</a>	MT	\$356,140	Executive Dir.	\$62,661	<b>\$72,522</b>	2023
<a href="#">Northeast Michigan Community Partnership Inc Aka Partners In Prevention</a>	MI	\$271,776	Program Director	\$45,760	<b>\$49,258</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **60** organizations. Compensation range \$1,325–\$269,411; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$314,306); for reference, expenses \$347,540 and assets \$12,325.
ROLE MATCH	Jayne Ward, reported title " <i>CO-FOUNDER &amp; BOARD CHAIR</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	8 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	30 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	35 <sup>th</sup>
All sources (D + E + F), adjusted	23 <sup>rd</sup>

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 (Jayme Ward) 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 60 similarly situated organizations (Same NTEE sector (S99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,385 is reasonable (approximately the 30<sup>th</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.