

Coal Pit Ministry Inc

Executive Director / CEO

EIN 541748658
 VA · NTEE B21Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Maria Washington, Executive Director / CEO** (\$48,972) against **every comparable organization** that fit the selection criteria — **167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B21Z).
BUDGET	Total revenue between \$28,702 and \$64,258 — 0.67x to 1.50x the subject's \$42,839 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

167 organizations qualified on sector, size, and geography → **167** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,094	\$8,880	\$18,494	\$44,698	\$103,288	\$48,972
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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 VA 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
Sc Career Kids	SC	\$42,657	Founder	\$15,000	\$15,789	2025
Cfi Robotics Nfp	IL	\$42,634	Executive Director	\$15,754	\$16,041	2024
Healing In America	CA	\$42,520	Executive Dir.	\$24,000	\$21,464	2024
Wisconsin State Telecommunications	WI	\$43,175	Treasurer, S	\$20,190	\$22,483	2023
California Association Of Winegrape	CA	\$43,379	Executive Di	\$18,609	\$16,642	2024
The John Tramontano Jr Educational	PA	\$42,298	President/tr	\$14,222	\$14,689	2024
Bandera Public Library	TX	\$43,538	Library Director	\$50,000	\$51,800	2024
Gamla College	NY	\$43,573	Sec./trea.	\$12,000	\$11,230	2024
Boston Center For Adult Education Inc	MA	\$43,672	President & Ceo	\$10,650	\$9,912	2024
Jakc Foundation	KS	\$43,884	Chief Executive Officer	\$14,942	\$16,718	2024
Haberman Educational Foundation Inc	TX	\$44,010	President	\$14,200	\$14,711	2024
Friends Of The Muenster Public Library	TX	\$41,553	Librarian	\$18,836	\$19,514	2024
Crossroads Academy	AZ	\$44,179	Director	\$18,000	\$17,929	2024
Tom Green County Adult Literacy Council	TX	\$41,497	Executive Director	\$38,110	\$39,482	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Thayer Academy Charitable Trust	MA	\$41,464	Trustee Thru 6/30/2024	\$42,743	\$39,780	2024
Rootedin Hope	MI	\$44,628	President	\$13,631	\$14,572	2024
Kipp St Louis Facilities Fund	MO	\$40,853	Chairman	\$51,519	\$58,183	2023
Philomath Foundation	CA	\$45,076	President	\$29,040	\$26,738	2023
Institute On Natl Social Inequities & Gaps In Health & Health T	MI	\$45,125	Treasurer	\$150	\$156	2025
Academy 3a Inc	NJ	\$45,296	President An	\$4,950	\$4,577	2024
Pine Cone Foundation	CA	\$45,312	President/cfo	\$50,000	\$44,716	2024
Illinois Education Association	IL	\$40,330	President	\$82,125	\$86,090	2023
Forerunner Training Center Inc	MO	\$45,394	President & Board Chairman	\$1,500	\$1,645	2024
Forever International Inc	NC	\$45,550	President	\$5,100	\$5,619	2023
Point Park University Foundation	PA	\$40,063	President (Exited 1/23)	\$442,037	\$470,030	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 167 organizations. Compensation range \$156–\$470,030; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$42,839); for reference, expenses \$15,362 and assets \$475,186. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Maria Washington, reported title "Executive Director", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	57 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	79 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	57 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 (Maria Washington) 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 167 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,972 is reasonable (approximately the 79th 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.