

Newport News Green Foundation Inc

Executive Director / CEO

EIN 541964495
 VA · NTEE S20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tami Farinholt, Executive Director / CEO** (\$71,050) against **every comparable organization** that fit the selection criteria — **251** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

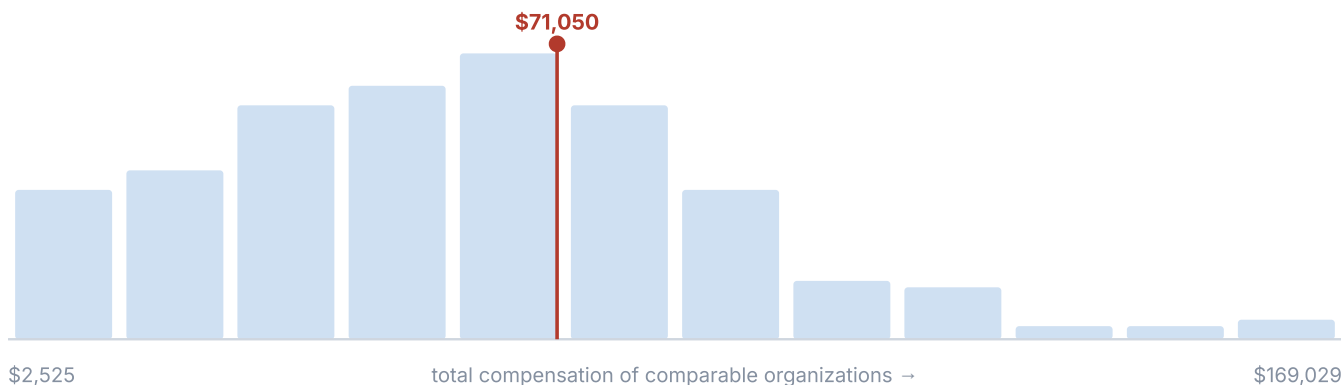
Benchmarked executive: Tami Farinholt — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$153,504 and \$343,666 — 0.67x to 1.50x the subject's \$229,111 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

251 organizations qualified on sector, size, and geography → **251** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,996	\$36,608	\$58,773	\$80,267	\$98,267	\$71,050
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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
Dynamic Community Development Corporation	FL	\$229,047	Business Developer	\$42,686	\$40,339	2024
Cascade Residential Inc	FL	\$229,585	President	\$77,885	\$75,778	2023
Melanin Market Inc	FL	\$228,279	President	\$45,000	\$42,527	2024
Build Galveston	TX	\$230,106	Executive Director (Thru 11/24)	\$119,389	\$120,140	2024
Community Realignment Education Program	CA	\$230,414	Program Director	\$93,062	\$80,839	2024
Independence Regional Innovation Center Inc	MO	\$231,026	Executive Director	\$55,417	\$60,790	2023
African American Chamber Of Commerce Of Western Pa	PA	\$231,278	President	\$64,104	\$64,309	2024
The Huub Inc	NJ	\$226,750	Community Organizer	\$33,300	\$29,909	2024
Main Street Delaware Inc	OH	\$233,337	Executive Director	\$73,750	\$78,579	2024
Black Economic Collective	OR	\$233,756	Executive Director	\$58,378	\$56,148	2023
Discover The Real West Virginia	WV	\$223,964	Executive Di	\$95,068	\$100,879	2025
Partnerships For Lawrence Inc	IN	\$234,721	Executive Director	\$75,000	\$81,914	2023
Jonah Inc	IN	\$235,492	President	\$20,154	\$21,381	2024
The Des Moines Urban Experience	IA	\$222,601	Executive Dir.	\$17,958	\$20,365	2023
Graces Of Gurleyinc	AL	\$222,252	Executive Di	\$45,200	\$50,574	2023
Nikwasi Initiative	NC	\$221,763	Executive Director	\$93,650	\$100,218	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Up Community Services Inc	MI	\$221,417	Executive Director	\$21,784	\$23,287	2023
Centre South Main Streets Inc	MA	\$221,175	Executive Director	\$85,000	\$74,858	2025
Community Wide Care Of Arizona	AZ	\$237,535	Vice President	\$34,082	\$32,973	2024
Community Services United	CA	\$220,114	Director	\$54,600	\$47,429	2024
Tennessee Stormwater Association	TN	\$238,201	Executive Di	\$56,553	\$59,801	2024
Springboard Group	OR	\$239,010	President, Executive Officer	\$167,269	\$160,879	2023
Logan County Tourism Bureau	IL	\$218,666	Former Director	\$46,588	\$46,075	2024
Hearts Respond	CA	\$239,729	Board Member	\$29,950	\$26,785	2023
Mosaic Community Builders Inc	GA	\$218,412	Director	\$48,000	\$49,986	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 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 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 251 organizations. Compensation range \$2,525–\$169,029; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$229,111); for reference, expenses \$280,975 and assets \$5,957,994.

ROLE MATCH Tami Farinholt, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 16 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	67 th
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	61 st

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 (Tami Farinholt) 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 251 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,050 is reasonable (approximately the 67th 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.