





## ● 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 CT 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="#">Restore Assemble Produce</a>	WA	\$403,672	Executive Director	\$78,500	<b>\$72,808</b>	2024
<a href="#">Providence Heights</a>	WA	\$401,941	Chief Program Officer	\$144,498	<b>\$137,978</b>	2023
<a href="#">Focusedkids</a>	CO	\$398,476	Executive Director	\$71,500	<b>\$71,024</b>	2024
<a href="#">Connecting For Kids Of Westlake Oh</a>	OH	\$397,222	Executive Di	\$49,210	<b>\$53,994</b>	2024
<a href="#">Walltown Childrens Theatre</a>	NC	\$390,241	Executive Director	\$18,000	<b>\$19,268</b>	2024
<a href="#">Carolina Winter Ensemble Association Inc</a>	SC	\$423,236	President	\$7,903	<b>\$8,793</b>	2023
<a href="#">The Children Are Our Future</a>	NM	\$387,948	President	\$6,000	<b>\$6,883</b>	2023
<a href="#">300 For 300</a>	MI	\$386,925	Executive Director	\$77,268	<b>\$82,620</b>	2024
<a href="#">The Elm Project</a>	CT	\$429,437	Executive Director	\$89,040	<b>\$86,485</b>	2024
<a href="#">The North Dakota High School Rodeo Association Inc</a>	ND	\$379,751	National Director	\$2,265	<b>\$2,575</b>	2024
<a href="#">Art From Ashes Incorporated</a>	CO	\$379,371	Exec Dir	\$67,157	<b>\$68,680</b>	2023
<a href="#">Cochise Christian School Tuition Organization Inc</a>	AZ	\$432,094	Director	\$55,132	<b>\$54,927</b>	2024
<a href="#">Seacoast Outright</a>	NH	\$379,006	Executive Director End 10/16/2023	\$52,712	<b>\$51,911</b>	2023
<a href="#">Life Decisions Inc</a>	IL	\$374,246	Chief Vision	\$35,927	<b>\$36,590</b>	2024
<a href="#">Projectivity Group Inc</a>	NY	\$440,425	Executive Director	\$42,692	<b>\$39,964</b>	2024
<a href="#">Rise Up For Youth Inc</a>	KS	\$440,519	Executive Di	\$78,123	<b>\$87,433</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Michael's Daughter Foundation</a>	CA	\$369,362	President	\$14,000	<b>\$12,893</b>	2023
<a href="#">Mnc 1240 Valencia Inc</a>	CA	\$368,991	Treasurer	\$35,919	<b>\$33,080</b>	2023
<a href="#">Palmisano Foundation Inc</a>	LA	\$367,661	Executive Director	\$73,793	<b>\$84,177</b>	2024
<a href="#">Njsa Inc</a>	CT	\$448,996	Director	\$16,000	<b>\$15,140</b>	2025
<a href="#">Two Cranes Institute</a>	WA	\$359,544	President & Exec.	\$67,000	<b>\$62,142</b>	2024
<a href="#">Dream Big Basketball Academy</a>	NC	\$359,535	Executive Director	\$50,400	<b>\$53,948</b>	2024
<a href="#">Made For More Foundation Inc</a>	FL	\$359,152	President	\$76,231	<b>\$74,187</b>	2024
<a href="#">Fathers And Families Coalition</a>	UT	\$357,457	Executive Director	\$35,699	<b>\$36,875</b>	2025
<a href="#">Cactus League Baseball Association Inc</a>	AZ	\$353,986	Executive Director - Nonvoting	\$133,350	<b>\$136,779</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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	75 organizations. Compensation range \$1,580–\$137,978; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$405,607); for reference, expenses \$396,404 and assets \$80,846.
ROLE MATCH	Faithlyn Johnson, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	97 <sup>th</sup>
Reportable pay only (column D), adjusted	99 <sup>th</sup>
All sources (D + E + F), adjusted	92 <sup>nd</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 (Faithlyn Johnson) 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 75 similarly situated organizations (Same NTEE sector (O99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$132,805 is reasonable (approximately the 97<sup>th</sup> 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.