

Light House

Executive Director / CEO

This analysis benchmarks the total compensation of **Tracey Colgrove, Executive Director / CEO** (\$28,000) against **every comparable organization** that fit the selection criteria — **1058** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

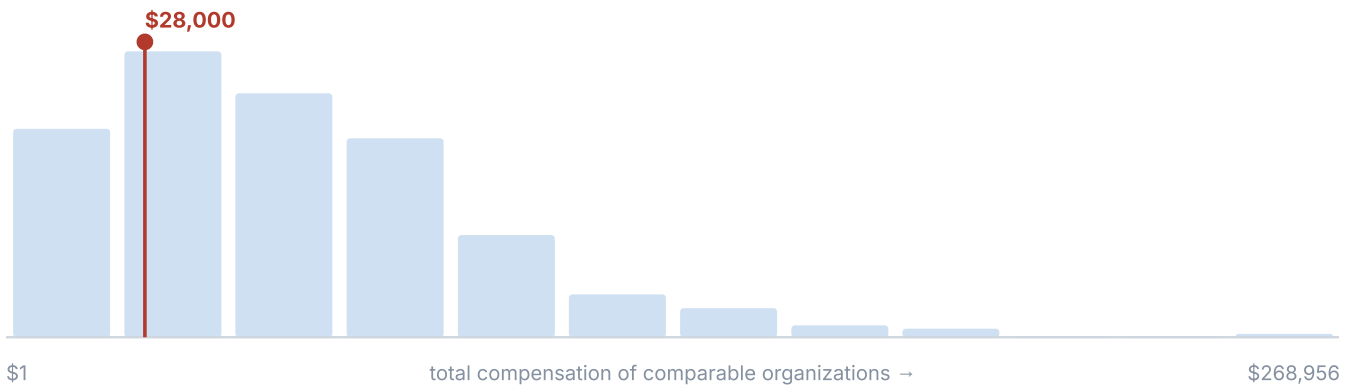
Benchmarked executive: Tracey Colgrove — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$194,991 and \$436,548 — 0.67x to 1.50x the subject's \$291,032 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

1,058 organizations qualified on sector, size, and geography → **1,058** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,772	\$27,909	\$50,125	\$79,188	\$108,796	\$28,000
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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 NE 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
Ministerio La Palabra Uncion Y Fuego	MA	\$291,193	President	\$51,600	\$43,111	2024
Verbena Foundation Inc	NC	\$291,280	Executive Di	\$193,552	\$191,434	2023
2 Becoming 1 Global Inc	SC	\$291,373	Dirctor, President	\$24,000	\$23,279	2024
Brook Wellness Center Inc	MO	\$290,583	President	\$30,602	\$31,026	2023
Punto De Encuentro	CA	\$291,824	President	\$26,000	\$21,490	2023
Troy Marshall Ministries	CA	\$291,965	President	\$71,830	\$59,372	2023
Olney Christian Community Center Inc	TX	\$292,060	Director	\$56,350	\$52,408	2024
Revival Now International Inc	AL	\$289,976	President	\$44,600	\$44,798	2024
Faber Institute	OR	\$292,317	Director	\$127,909	\$107,592	2025
Center For Awakening Inc	MA	\$289,371	President	\$53,676	\$46,170	2023
Harbor Anglican Church	WA	\$292,701	The Reverend	\$117,000	\$100,269	2023
Al-ma Idah Initiative Foundation	WA	\$289,289	Director	\$101,192	\$82,063	2025
Collegiate Abbey Inc	TN	\$292,835	Co-director	\$104,950	\$102,567	2024
Joe Sneed Ministries Inc	TN	\$292,989	President	\$47,630	\$47,924	2023
Portland Chevra Kadisha	ME	\$288,751	Board Member	\$750	\$698	2024
Go Middle East Inc	OK	\$288,727	President	\$8,521	\$8,724	2024
Preparing The Way Ministries Inc	PA	\$288,722	President	\$39,802	\$37,994	2023
Dave Martin International Corporation	MI	\$293,371	President	\$195,000	\$187,134	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christian Thinkers Society Inc	TX	\$293,485	President	\$53,000	\$50,748	2023
Trinity Outreach International Inc	CO	\$293,776	Pres/chairman	\$188,989	\$168,487	2024
Freedom Encounters Inc	ID	\$293,813	President	\$24,368	\$24,814	2023
Awakened Heart Ministries	MI	\$293,835	Executive Director	\$149,928	\$143,880	2024
Experience Israel Now Inc	GA	\$293,906	Ceo	\$114,948	\$107,459	2024
A New Thing Ministries Company	TN	\$288,085	President	\$84,633	\$85,155	2023
Kingsmen Baseball Inc	SC	\$288,046	Director	\$60,000	\$59,916	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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	1058 organizations. Compensation range \$1–\$268,956; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$291,032); for reference, expenses \$273,379 and assets \$21,126.
ROLE MATCH	Tracey Colgrove, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	25 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	25 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 (Tracey Colgrove) 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 13, 2026, comparing compensation against 1058 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,000 is reasonable (approximately the 25th 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 13, 2026.