

Lancaster County Interfaith Justice Organization

Executive Director / CEO

EIN 882109882
 NE · NTEE X90
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Graverholt, Executive Director / CEO** (\$81,795) against **every comparable organization** that fit the selection criteria — **47** 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

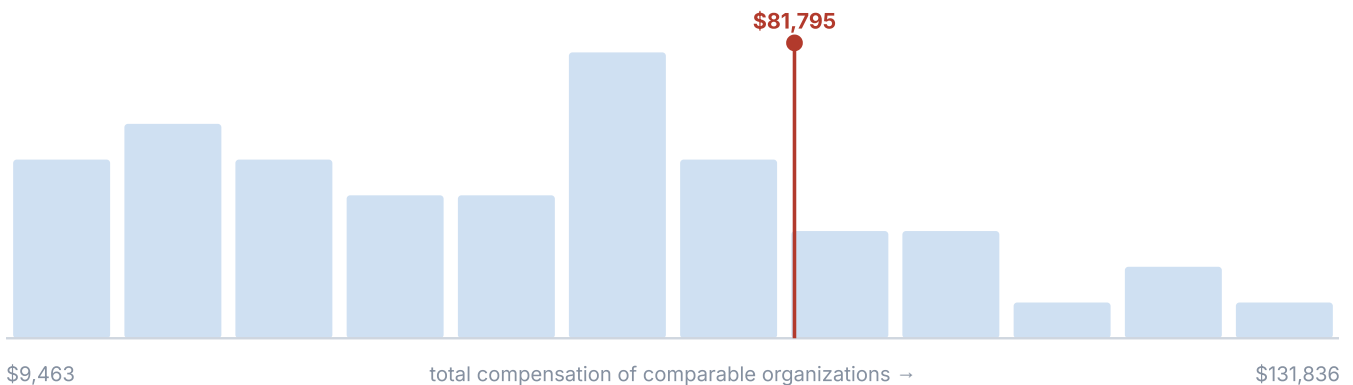
Benchmarked executive: Elizabeth Graverholt — reported title “Lead Organizer”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X90).
BUDGET	Total revenue between \$157,053 and \$351,612 — 0.67x to 1.50x the subject's \$234,408 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X90), nationwide + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,569 10TH	\$31,763 25TH	\$59,026 MEDIAN	\$78,292 75TH	\$92,875 90TH	\$81,795 THIS ORG · 79TH
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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
Amazon Basin Ministries Inc	TX	\$239,014	Executive Director, Co-founder	\$52,000	\$49,791	2023
Northside Outreach Center Inc	VA	\$240,404	Executive Di	\$66,153	\$57,856	2025
Club 180 Inc	KY	\$240,886	President	\$26,000	\$25,971	2024
Hope Dealer Community Inc	OH	\$225,060	Executive Director	\$59,940	\$59,026	2024
Faith In Action Of The Greater Kanawha Valley Inc	WV	\$244,201	Executive Director	\$56,128	\$56,503	2024
Reverent Rhythms	CO	\$251,578	Founder/dire	\$28,991	\$25,846	2024
Light Of The World Prayer Center	WA	\$253,280	Executive Director	\$91,700	\$76,332	2024
Interfaith Council Of Alameda County	CA	\$257,134	President	\$49,365	\$40,803	2023
Innerfaith Disciple House	TX	\$210,958	President, T	\$21,600	\$20,089	2024
World Christian Leadership Conference	IL	\$258,948	Chairman And President	\$12,000	\$10,969	2024
City Vision	MN	\$208,740	Executive Director	\$124,982	\$114,821	2024
Awakeningsusa Org	TX	\$208,734	President/di	\$100,988	\$93,923	2024
Every Bible Counts Inc	CA	\$208,047	Secretary Director	\$12,320	\$9,891	2024
The Trucking Collective Inc	MI	\$206,839	Executive Director	\$96,051	\$92,176	2024
Foundation For Spiritual Development	CA	\$206,450	Executive Dir.	\$85,136	\$70,370	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Steve Hemphill Ministries Inc	TX	\$262,415	Ceo\director	\$35,000	\$33,513	2023
Frank Damazio Ministries	OR	\$201,116	Director	\$30,000	\$25,903	2024
Movement West Michigan	MI	\$198,776	Executive Di	\$81,209	\$77,933	2024
Arizona Interfaith Movement	AZ	\$197,769	Executive Di	\$73,250	\$65,498	2024
Stride Ministries	UT	\$195,527	Chair	\$112,029	\$106,604	2024
Leachman Ministries	CO	\$194,981	Directorspiritual Director	\$130,112	\$115,997	2024
Ministry Of Outreach To Slavic Tribes	SC	\$273,936	President	\$9,756	\$9,463	2024
Iraqi Christian Relief Council	IL	\$192,230	President	\$79,216	\$72,408	2024
Invest Leadership Initiative Inc	FL	\$278,680	President	\$150,940	\$131,836	2024
Knowing Him Ministries	CO	\$190,068	Director	\$37,278	\$33,234	2024

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 47 organizations. Compensation range \$9,463–\$131,836; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$234,408); for reference, expenses \$240,494 and assets \$44,567.

ROLE MATCH Elizabeth Graverholt, reported title *"Lead Organizer"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 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	79 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	77 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 (Elizabeth Graverholt) 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 47 similarly situated organizations (Same NTEE sector (X90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,795 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.