

Faith Co-op Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Jonathan Ingraham, Executive Director / CEO** (\$86,157) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

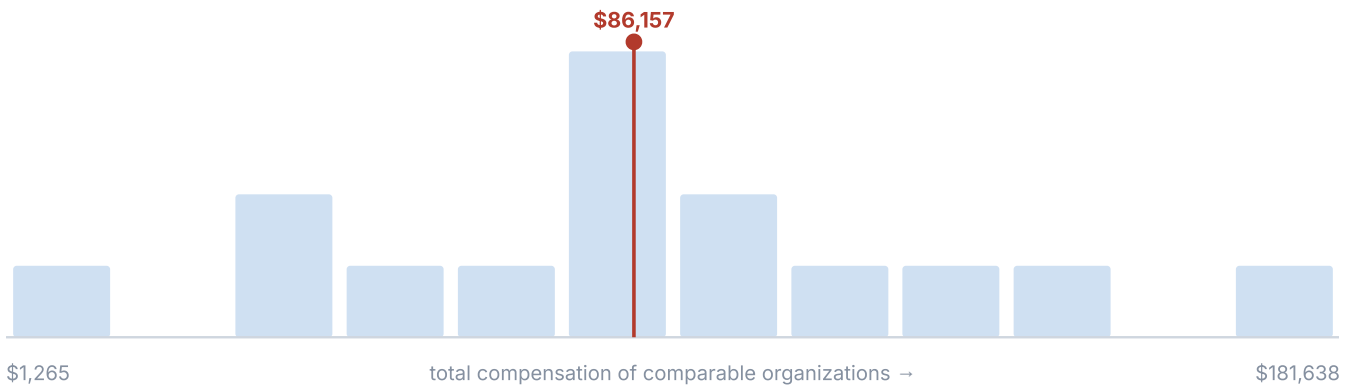
Benchmarked executive: Jonathan Ingraham — reported title "EXECUTIVE DIRECTOR & PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A03).
BUDGET	Total revenue between \$329,125 and \$736,848 — 0.67x to 1.50x the subject's \$491,232 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A03), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$40,675	\$55,131	\$87,713	\$101,421	\$141,308	\$86,157
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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 TN 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
Music And Culture Coalition Of New Orleans Nonprofit Corporation	LA	\$503,323	Executive Director	\$80,373	\$86,424	2024
Comedy Gives Back	CA	\$474,720	President	\$50,000	\$43,407	2023
Arizona Solar Energy Industries Assoc	AZ	\$462,545	Executive Director	\$193,408	\$181,638	2024
Shakespeare Association Of America	MS	\$455,594	Executive Director	\$35,724	\$38,853	2024
Glass Art Society Inc	WA	\$452,347	Executive Director	\$102,473	\$92,237	2023
California Choral Directors Association	CA	\$445,924	Director	\$1,500	\$1,265	2024
International Association For Dance	CO	\$554,785	Executive Director	\$100,000	\$93,637	2024
Connecticut High School Coaches	CT	\$555,181	Executive Di	\$98,333	\$87,713	2025
Design Management Institute Inc	MA	\$426,070	President	\$124,447	\$109,205	2024
Open Channels New York Inc	NY	\$370,950	Secretary/treas	\$71,913	\$63,457	2024
New York City Arts-in-education	NY	\$617,658	Executive Di	\$97,122	\$85,702	2024
Association Of Professional Genealogists	WA	\$338,756	Executive Director	\$52,000	\$46,805	2023
League Of Historic American	MD	\$680,509	President & Ceo	\$144,867	\$136,164	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Institute Of Dental Public Health	IL	\$702,394	Co-founder/executive Director	\$94,500	\$90,723	2024
World Sleep Society Inc	MN	\$732,448	Executive Director	\$150,000	\$144,737	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN cost of living and 2025 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 TN 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	15 organizations. Compensation range \$1,265–\$181,638; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$491,232); for reference, expenses \$441,706 and assets \$229,921.
ROLE MATCH	Jonathan Ingraham, reported title <i>"EXECUTIVE DIRECTOR & PRESIDENT"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	40 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	40 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 (Jonathan Ingraham) 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 15 similarly situated organizations (Same NTEE sector (A03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,157 is reasonable (approximately the 40th 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.