

Conversa Corps Incorporated

Executive Director / CEO

EIN 922583434

CO · NTEE M03

FY ending 2025-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Christopher Jones, Executive Director / CEO** (\$76,747) against **every comparable organization** that fit the selection criteria — **334** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

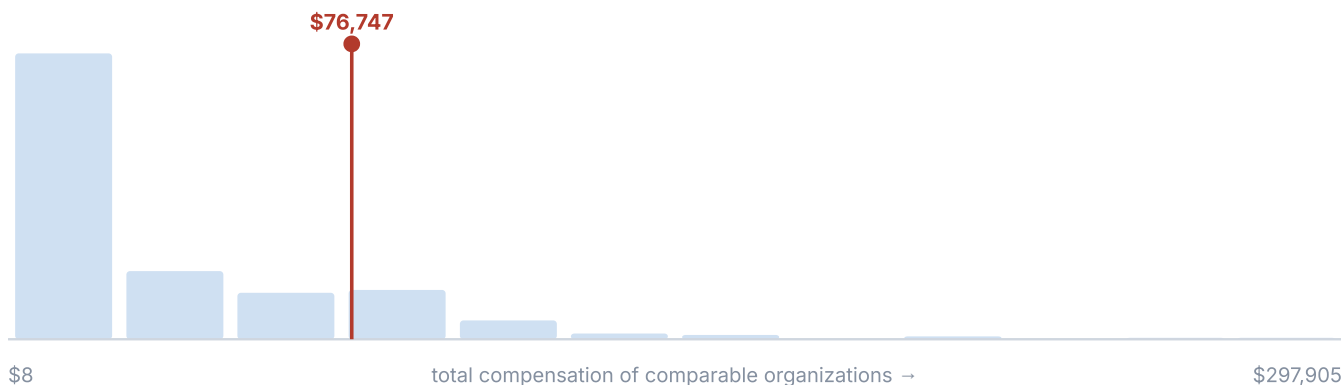
Benchmarked executive: Christopher Jones — reported title “Chief Executive Officer”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M03).
BUDGET	Total revenue between \$233,275 and \$522,258 — 0.67x to 1.50x the subject's \$348,172 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

334 organizations qualified on sector, size, and geography → **334** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$750	\$3,213	\$15,992	\$54,877	\$90,781	\$76,747
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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 CO 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
Old Forge Volunteer Fire Department Inc	NY	\$348,275	Secretary Treasurer	\$5,400	\$5,378	2023
Mineral Springs Volunteer Fire &	NC	\$347,220	Chief	\$21,938	\$24,265	2024
William R Davie Volunteer Fire Dept	NC	\$349,487	Chief	\$71,374	\$76,911	2025
Volunteer Fire Company Of Mt Lebanon Inc	PA	\$346,736	President	\$666	\$711	2024
West Greenwich Volunteer Fire	RI	\$345,252	President	\$4,012	\$4,012	2025
Seminole County Sheriff's Office	FL	\$345,079	Executive Director	\$38,004	\$38,218	2024
Safe 2 School	CA	\$344,963	Executive Dir.	\$86,771	\$80,208	2024
Wolfhurst Central Volunteer Fire	OH	\$351,885	President	\$12,906	\$14,632	2024
Ronkonkoma Fire Department Inc	NY	\$351,973	Treasurer	\$1,200	\$1,161	2024
Drewry Volunteer Fire Department	NC	\$344,348	Captain	\$9,165	\$10,137	2024
Olanta Rural Fire Department Inc	SC	\$353,299	Chief	\$75,842	\$82,515	2025
New Auburn Area Fire Department Inc	WI	\$353,312	Secretary/treasurer	\$5,000	\$5,590	2024
Pocono Mountain Volunteer Fire Company	PA	\$341,708	Fire Chief	\$1,500	\$1,648	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Invincible Fire Company Inc	OH	\$340,930	Treasurer	\$3,250	\$3,685	2024
National Fire Safety Council Inc	MI	\$340,835	President/di	\$94,753	\$104,694	2024
District 6 Hospital Preparedness Planning Committe	IN	\$340,535	Business Operations Manager	\$89,208	\$100,705	2024
Cridersville Volunteer Fire Departm	OH	\$355,850	Fire Chief	\$14,638	\$17,087	2023
Tree Care Industry	NH	\$356,090	Past Cfo	\$29,536	\$29,194	2024
Blossom Fire Company Inc	NY	\$356,244	President	\$599	\$597	2023
Huntingdon Valley Fire Co	PA	\$356,660	Treasurer	\$6,000	\$6,405	2024
East Rivanna Vol Fire Company Inc	VA	\$357,056	Treasurer	\$4,563	\$4,717	2024
Horicon Fire Department Inc	NY	\$357,249	Chief	\$1,500	\$1,494	2023
Tri-county Firesafe Working Group	MT	\$358,014	Former Executive Director	\$44,398	\$52,745	2023
Fast Cpr	HI	\$338,281	President & Director	\$204,007	\$201,297	2023
Safe Ride Foundation Inc	MD	\$358,647	Executive Director	\$39,650	\$38,659	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	334 organizations. Compensation range \$8–\$297,905; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$348,172); for reference, expenses \$401,020 and assets \$242,532.
ROLE MATCH	Christopher Jones, reported title " <i>Chief Executive Officer</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	84 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	80 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 (Christopher Jones) 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 334 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,747 is reasonable (approximately the 84th 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.