

Ignin Inc

Executive Director / CEO

EIN 994108243

AK · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melissa Marton, Executive Director / CEO** (\$8,800) against **every comparable organization** that fit the selection criteria — **912** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Melissa Marton — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

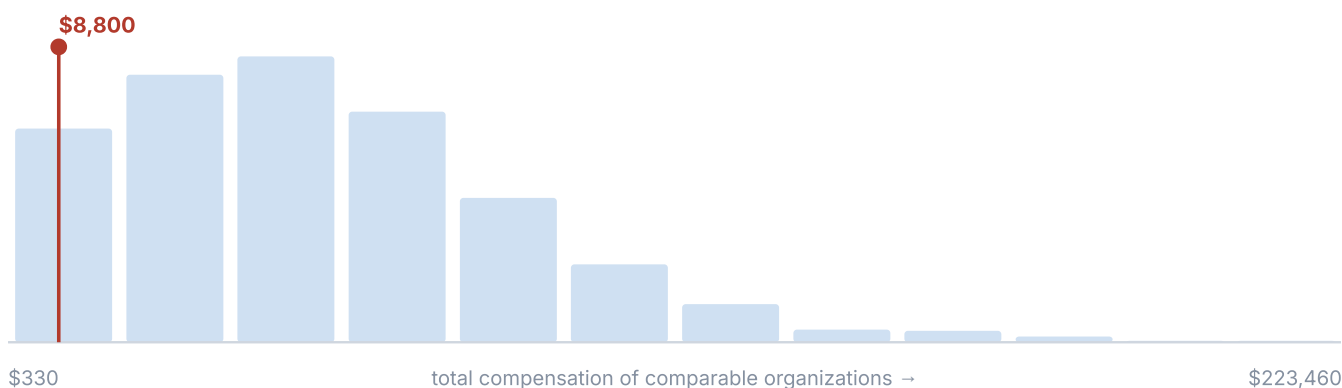
SECTOR Organizations sharing the subject's NTEE classification (P20).

BUDGET Total revenue between \$165,283 and \$370,038 — 0.67x to 1.50x the subject's \$246,692 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

912 organizations qualified on sector, size, and geography → **912** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,526

\$26,215

\$47,737

\$71,995

\$96,932

\$8,800



■ 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 AK 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
Turner Leadership Strategies Inc	TX	\$246,470	President	\$43,409	\$46,760	2023
Amarillo Area Mental Health	TX	\$246,960	Executive Di	\$50,230	\$52,555	2024
Adaptive And Inclusive Movement Initiative	WA	\$246,292	Program Director	\$33,633	\$31,496	2024
The Forsaken Children Inc	TN	\$247,227	Communication Manager	\$29,649	\$33,561	2023
Christian Resource Center Inc	IN	\$247,281	Executive Director	\$49,658	\$54,775	2024
Lancaster-fairfield County Charity Newsies Inc	OH	\$246,080	Secretary	\$400	\$456	2023
Kearahs Place Inc	NC	\$245,985	Executive Director	\$22,783	\$25,350	2023
Real Men Real Leaders Inc	KS	\$245,915	Executive Director	\$30,530	\$34,499	2024
The 31heroes Project	VA	\$245,804	Executive Director	\$77,000	\$77,765	2024
Narrow Door	CA	\$248,104	President, Director	\$65,658	\$59,302	2024
Serve Reedley Inc	CA	\$248,211	Program Director	\$51,787	\$48,156	2023
Renesting Project Inc	LA	\$245,147	Executive Di	\$36,863	\$42,457	2024
Cognitive Connection Corporation	NC	\$248,242	Secretarytreasurer	\$1,500	\$1,621	2024
Coaches Of Influence	CA	\$245,135	Ceo	\$49,777	\$44,958	2024
African Young Dreamers Empowerment Program Intl	WA	\$245,049	Director	\$45,000	\$43,385	2023
Gracies Giving Hands	CA	\$248,343	Director Of Operations	\$368	\$332	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pdx Saints Love	WA	\$245,032	Executive Dir.	\$48,000	\$46,278	2023
Crusaders For The Cross	MO	\$244,850	Secretary	\$6,630	\$7,562	2023
More	MN	\$244,818	Executive Dir.	\$62,154	\$64,238	2024
Keiki To Kupuna Foundation	HI	\$248,569	President	\$67,500	\$65,079	2023
Kingdom Servants Inc	TX	\$244,775	Director/chairm	\$141,900	\$152,854	2023
Abpa Foundation Inc	IL	\$248,630	President	\$102,092	\$102,276	2025
Blue Sky Acres Inc	GA	\$244,653	Executive Di	\$34,740	\$36,536	2024
Rock N Our Disabilities Foundation	CA	\$244,484	Foudner/ceo	\$16,335	\$15,189	2023
International Building Performance Simulation Asso	SD	\$249,005	Executive Director	\$79,800	\$94,840	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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	912 organizations. Compensation range \$330–\$223,460; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$246,692); for reference, expenses \$60,161 and assets \$203,631. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Melissa Marton, reported title " <i>Vice President</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY 35 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 17 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	6 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 (Melissa Marton) 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 912 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,800 is reasonable (approximately the 7th 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.