

Jubilee Usa Network

Executive Director / CEO

EIN 030582216
 DC · NTEE Q32
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Eric Lecompte, Executive Director / CEO** (\$189,520) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

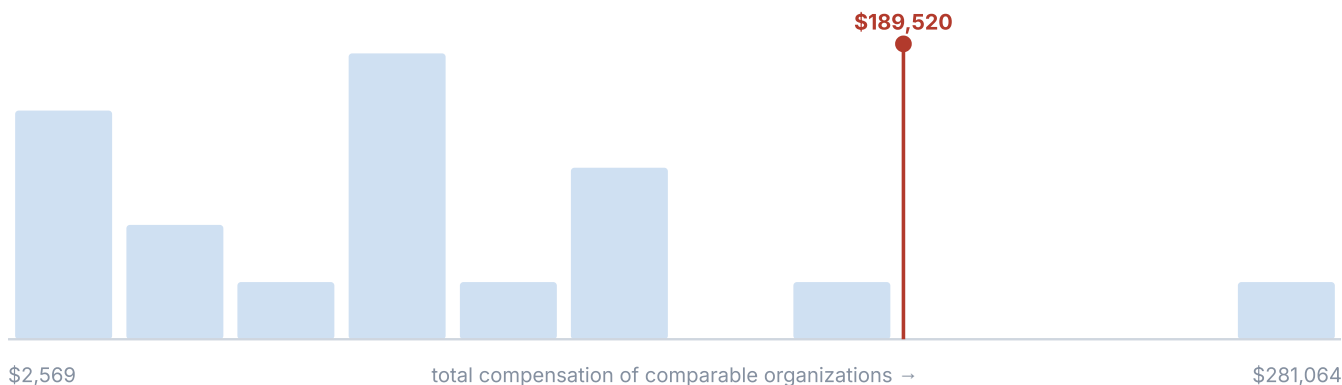
Benchmarked executive: Eric Lecompte — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q32).
BUDGET	Total revenue between \$112,724 and \$252,369 — 0.67x to 1.50x the subject's \$168,246 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q32), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,197	\$32,407	\$85,007	\$115,245	\$145,430	\$189,520
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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 DC 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
Junior Achievement Of Middletown Area	OH	\$167,633	President/ed	\$73,123	\$85,982	2025
Junior Achievement Of Hawaii Inc	HI	\$165,759	President	\$94,682	\$99,454	2023
The Social Enterprise Fund Inc	FL	\$172,241	Director	\$2,400	\$2,569	2024
Code To Inspire Inc	DE	\$161,214	Ceo	\$108,000	\$120,508	2024
Eha Impact Ventures Inc	DE	\$160,913	Ceo	\$244,665	\$281,064	2023
All Seasons Community Services	MN	\$182,386	Ceo	\$24,124	\$27,967	2023
Lumeya International Ministries Inc	CA	\$185,831	President	\$22,168	\$22,458	2023
Junior Achievement Of Mad River Region Ohio	OH	\$187,188	President	\$36,797	\$45,725	2023
Ten Thousand Villages Of Central Pennsylvania Inc	PA	\$144,642	Executive Director	\$44,448	\$50,511	2024
Social Inquiry Inc	NY	\$135,894	Secretary	\$6,000	\$6,178	2024
Global Leadership Inc	GA	\$205,959	Executive Di	\$105,600	\$120,998	2024
Union Microfinanza Inc	MI	\$129,176	President	\$14,992	\$17,634	2024
Panel Group Thought For Action	DC	\$125,863	Director	\$74,539	\$74,539	2024
Aguaclara Reach Inc	NY	\$224,320	Director	\$86,121	\$88,682	2024
Center For Growth And Opportunity	UT	\$227,736	President	\$143,888	\$167,819	2024
African Hospitality Institute	WA	\$235,222	Field Director	\$80,000	\$84,031	2023
Ibec Ventures	PA	\$243,259	Managing Director	\$116,100	\$135,834	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Beyond Capital Fund	TX	\$249,507	Treasurer/se	\$80,000	\$91,193	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	18 organizations. Compensation range \$2,569–\$281,064; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$168,246); for reference, expenses \$1,053,212 and assets \$608,508. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Eric Lecompte, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	94 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	94 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 (Eric Lecompte) 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 18 similarly situated organizations (Same NTEE sector (Q32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$189,520 is reasonable (approximately the 94th 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.