

Nemra Education Foundation

Executive Director / CEO

EIN 133523027

IN · NTEE B80Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jim Johnson, Executive Director / CEO** (\$15,346) against **every comparable organization** that fit the selection criteria — **144** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

Benchmarked executive: Jim Johnson — reported title "SECRETARY/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 (B80Z).

BUDGET Total revenue between \$26,782 and \$59,961 — 0.67x to 1.50x the subject's \$39,974 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

144 organizations qualified on sector, size, and geography → **144** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,187	\$8,157	\$17,098	\$44,315	\$102,860	\$15,346
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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 IN 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
Alleghany Highlands Regional Library Foundation	VA	\$39,981	Secretary	\$22,953	\$20,474	2025
Our Turn Action Network Inc	NY	\$39,938	Ceo	\$41,926	\$36,986	2023
Point Park University Foundation	PA	\$40,063	President (Exited 1/23)	\$442,037	\$430,356	2023
Talent Learning Center Inc	NY	\$39,884	President	\$12,000	\$10,586	2023
Capo Beach Christian School	CA	\$39,858	President	\$67,650	\$53,966	2025
Illinois Education Association	IL	\$40,330	President	\$82,125	\$78,823	2023
Green Town Properties Inc	NC	\$39,550	President	\$91,458	\$92,258	2023
As-suffah Academy	PA	\$39,533	Teacher	\$14,000	\$13,239	2024
Coachella Valley Unified School District	CA	\$39,498	President	\$21,198	\$17,870	2023
Vicki Romero Foundation	AZ	\$39,354	President	\$19,350	\$17,647	2024
Kipp St Louis Facilities Fund	MO	\$40,853	Chairman	\$51,519	\$53,272	2023
Ipc Education Foundation	IL	\$39,047	President	\$129,837	\$121,041	2024
Oklahoma Parents For Student	OK	\$39,043	Executive Di	\$112,493	\$117,462	2024
Hastings College Foundation	NE	\$38,520	Interim Exec Director (End 1/2023)	\$14,228	\$14,940	2023
Thayer Academy Charitable Trust	MA	\$41,464	Trustee Thru 6/30/2024	\$42,743	\$36,422	2024
Matrona Foundation	NC	\$38,470	Headmistress	\$167,987	\$169,457	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tom Green County Adult Literacy Council	TX	\$41,497	Executive Director	\$38,110	\$36,150	2024
Friends Of The Muenster Public Library	TX	\$41,553	Librarian	\$18,836	\$17,867	2024
Every Student Counts Inc	CA	\$38,283	Foundation Manager	\$85,005	\$69,604	2024
Nacm Scholarship Foundation Inc	MD	\$38,260	President	\$18,945	\$17,292	2023
World Trade Center Delaware	DE	\$38,245	President	\$46,667	\$44,610	2023
Kathryn Long Scholarship Fund	WI	\$38,095	Co-trustee	\$3,818	\$3,684	2025
Bartlett Education Foundation	TN	\$37,958	Executive Director	\$18,470	\$18,954	2023
Language Connects Foundation	VA	\$37,709	Executive Director	\$47,104	\$43,128	2024
The John Tramontano Jr Educational	PA	\$42,298	President/tr	\$14,222	\$13,449	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **144** organizations. Compensation range \$143–\$430,356; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$39,974); for reference, expenses \$36,229 and assets \$613,494.

ROLE MATCH	Jim Johnson, reported title " <i>SECRETARY/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	52 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	47 th
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	0 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 (Jim Johnson) 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 144 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,346 is reasonable (approximately the 47th 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.