

Pointhope Inc

Executive Director / CEO

EIN 201216129

WA · NTEE S20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jan Haynes, Executive Director / CEO** (\$47,833) against **every comparable organization** that fit the selection criteria — **320** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

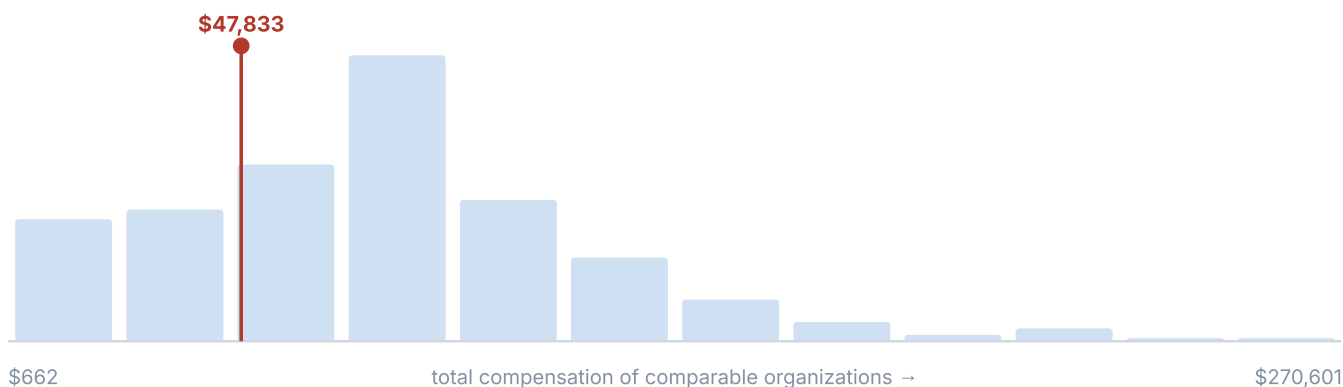
Benchmarked executive: Jan Haynes — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$291,941 and \$653,599 — 0.67x to 1.50x the subject's \$435,733 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

320 organizations qualified on sector, size, and geography → **320** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,736	\$46,777	\$74,457	\$96,902	\$129,190	\$47,833
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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 WA 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
Community Main Street Inc	IA	\$435,786	Executive Director	\$58,601	\$69,612	2024
Opal	OR	\$434,343	Co-executive Director	\$115,981	\$120,301	2023
Downtown Mansfield Inc	OH	\$433,938	Executive Di	\$67,784	\$80,189	2023
Lumber City Development Corporation	NY	\$439,247	Executive Director	\$14,400	\$14,117	2024
Yamhill Enrichment Society	OR	\$439,415	Secretary	\$14,850	\$15,403	2023
Latino Hispanic American Community Center	PA	\$431,112	Executive Director	\$66,983	\$72,468	2024
North Union Farmers Market	OH	\$430,713	Executive Di	\$87,814	\$100,905	2024
Denver Community Development Corp	CO	\$429,786	President	\$74,100	\$79,362	2023
West Virginia Land Stewardship	WV	\$442,083	Executive Director	\$50,000	\$60,468	2023
360 Detroit Inc	MI	\$442,089	President	\$70,004	\$78,390	2024
East Brooklyn Churches Sponsoring Committee	NY	\$429,351	Lead Organizer	\$145,612	\$146,965	2023
Mali Health Organizing Project Inc	NC	\$429,228	Us Director	\$23,333	\$26,928	2023
Tri-county Indian Nations Cdc	OK	\$427,491	Executive Director	\$55,190	\$65,931	2024
Historic Downtown Millersburg Inc	OH	\$426,715	Executive Director	\$41,667	\$47,879	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Staten Island Immigrant Center	NY	\$445,062	Executive Director	\$66,167	\$64,866	2024
Neighborhood Conservation Services	OH	\$446,181	Exec Dir	\$59,246	\$70,088	2023
Madison Ave - Crossroads Community	NJ	\$446,823	Executive Di	\$97,183	\$94,135	2024
River And Plains Society Inc	MT	\$424,600	Secretary	\$20,032	\$24,118	2023
City Of Good Inc	ID	\$424,455	Executive Director	\$107,294	\$127,485	2023
The Paterson Alliance Inc	NJ	\$424,179	Retiring Executive Director	\$31,205	\$30,227	2024
Sabana Grande Community And Economic Development	PR	\$447,371	President	\$66,800	\$66,800	2023
Plaza Area Council Inc	MO	\$423,461	President	\$124,583	\$143,154	2024
Yazoo County Fair & Civic League Inc	MS	\$422,464	President	\$32,400	\$39,148	2024
Integrative Communities Inc	CA	\$449,798	—	\$72,572	\$67,986	2024
Catholic Community Relations	NY	\$450,000	Executive Director	\$276,028	\$270,601	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2023 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 WA 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	320 organizations. Compensation range \$662–\$270,601; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$435,733); for reference, expenses \$414,879 and assets \$58,265.
ROLE MATCH	Jan Haynes, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	26 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	21 st

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 (Jan Haynes) 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 320 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,833 is reasonable (approximately the 26th 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.