

# Isaiah House Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Ed Jeffery, Executive Director / CEO** (\$14,150) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 9<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Ed Jeffery — 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 (L40).

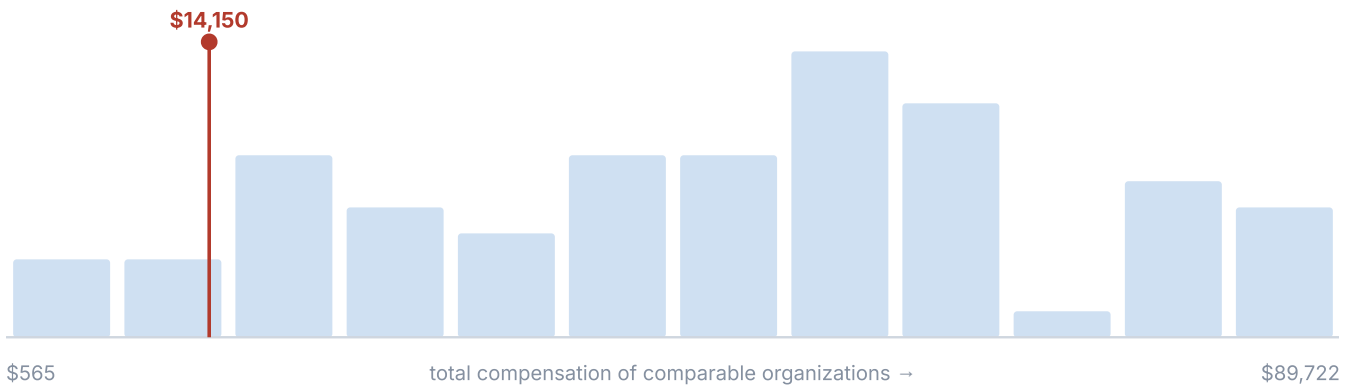
**BUDGET** Total revenue between \$218,729 and \$489,693 — 0.67x to 1.50x the subject's \$326,462 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

**68** organizations qualified on sector, size, and geography

→ **68** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,965	\$27,822	\$48,877	\$63,946	\$80,794	<b>\$14,150</b>
----------	----------	----------	----------	----------	-----------------



## ■ 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 GA 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
<a href="#">Bethesda House Inc</a>	MA	\$326,001	Director	\$20,240	<b>\$18,623</b>	2023
<a href="#">Hope House Of Tennessee Inc</a>	TN	\$325,908	Founder Executive Director	\$50,000	<b>\$52,270</b>	2024
<a href="#">Myplace Inc</a>	MI	\$327,076	Executive Director	\$65,977	<b>\$67,728</b>	2024
<a href="#">Shadetree Historical Artisan</a>	CA	\$323,323	President	\$71,250	<b>\$61,189</b>	2024
<a href="#">Safe Shelter Incorporated</a>	WI	\$332,175	Executive Director	\$72,800	<b>\$75,615</b>	2024
<a href="#">Mercy Mission House</a>	OH	\$319,579	Executive Di	\$42,692	<b>\$46,299</b>	2023
<a href="#">The New Beginnings Of Southwest</a>	FL	\$334,293	Executive Director	\$61,007	<b>\$58,682</b>	2023
<a href="#">Mission Accomplished</a>	TX	\$335,955	President	\$58,455	<b>\$58,154</b>	2024
<a href="#">Siloam Missionary Homes</a>	NC	\$338,177	President	\$45,493	<b>\$48,131</b>	2023
<a href="#">Steps 4 Life Community Services</a>	CA	\$312,208	President	\$65,680	<b>\$56,405</b>	2024
<a href="#">Sacred Roots Farm Inc</a>	GA	\$341,171	Ceo	\$84,908	<b>\$87,416</b>	2023
<a href="#">New Vision Housing Development Fund</a>	NY	\$309,036	Ceo	\$23,171	<b>\$21,438</b>	2023
<a href="#">Active Change Recovery Inc</a>	CA	\$346,347	President	\$25,000	<b>\$21,470</b>	2024
<a href="#">Lilys House</a>	MO	\$306,565	Co-executive Director	\$7,800	<b>\$8,216</b>	2024
<a href="#">Village Of Hope Inc</a>	MD	\$349,483	Executive Director	\$61,250	<b>\$56,951</b>	2024
<a href="#">Life Line Outreach Inc</a>	NC	\$302,825	Board Member	\$22,631	<b>\$23,256</b>	2024
<a href="#">Glory House Of Miami Inc</a>	FL	\$301,603	Ceo /Preside	\$56,496	<b>\$52,784</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Papilion House Inc</a>	TX	\$352,841	President	\$34,770	<b>\$34,591</b>	2024
<a href="#">Gila House Inc</a>	AZ	\$355,543	Executive Director	\$40,000	<b>\$38,259</b>	2024
<a href="#">Homes Of Hope Inc</a>	NC	\$357,864	Executive Director	\$55,296	<b>\$56,824</b>	2024
<a href="#">Natasha House Inc</a>	VA	\$292,986	Executive Director	\$35,258	<b>\$33,857</b>	2024
<a href="#">Pee Wee Homes</a>	NC	\$361,795	Director	\$550	<b>\$565</b>	2024
<a href="#">Skelley House Inc</a>	AZ	\$288,089	President	\$62,400	<b>\$59,684</b>	2024
<a href="#">Park Avenue Thorpe Housing Development</a>	NY	\$287,925	Executive Director	\$2,057	<b>\$1,903</b>	2023
<a href="#">Avenues 12 Inc</a>	FL	\$287,719	Executive Director (Deceased)	\$20,980	<b>\$19,602</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	68 organizations. Compensation range \$565–\$89,722; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$326,462); for reference, expenses \$291,179 and assets \$962,758.
ROLE MATCH	Ed Jeffery, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	9 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	9 <sup>th</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	6 <sup>th</sup>

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 (Ed Jeffery) 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 68 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,150 is reasonable (approximately the 9<sup>th</sup> 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.