

Jeremiah Foundation Inc

Executive Director / CEO

EIN 203553034

VA · NTEE O990

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Kell, Executive Director / CEO** (\$66,371) against **every comparable organization** that fit the selection criteria — **75** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

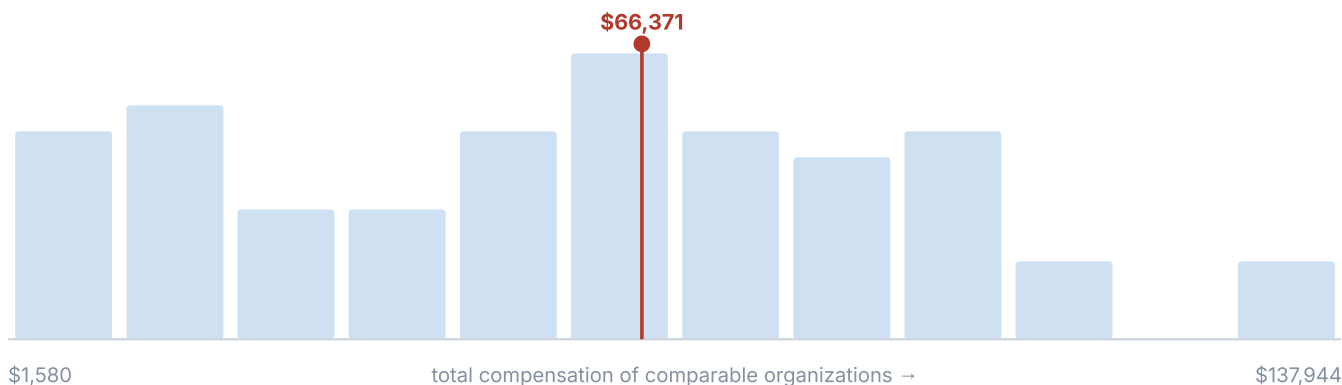
Benchmarked executive: Jennifer Kell — reported title “EXECUTIVE DIR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O990).
BUDGET	Total revenue between \$325,825 and \$729,459 — 0.67x to 1.50x the subject's \$486,306 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O99), nationwide + budget 0.67–1.5x revenue.

75 organizations qualified on sector, size, and geography → **75** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,474	\$27,814	\$62,758	\$82,242	\$97,600	\$66,371
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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 VA 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
Team Wilderness Inc	NJ	\$486,965	Executive Dir.	\$82,308	\$76,110	2024
Island Waldorf Community Inc	MA	\$487,149	Director & Teacher	\$14,975	\$14,348	2023
Therapeutic Ranch For Animals And Kids	AZ	\$488,233	Executive Director	\$76,369	\$76,067	2024
Children's Services Council Of	FL	\$492,184	Executive Director/ceo	\$83,962	\$81,691	2024
True North Youth Program	CO	\$480,090	Executive Director	\$90,815	\$90,188	2024
Youth Fund Of Southern California	CA	\$492,806	Trustee	\$30,000	\$26,829	2024
The Bottomless Toy Chest Inc	MI	\$494,488	Executive Di	\$21,539	\$23,025	2024
Hillside Connection	CO	\$473,882	Founder	\$64,581	\$64,135	2024
Youth In Focus	WA	\$506,902	Executive Dir.	\$113,765	\$105,489	2024
Montanova Stables Foundation	VA	\$507,291	President	\$36,400	\$37,475	2023
Girls At Work Inc	NH	\$509,793	Executive Director	\$83,167	\$81,884	2023
North Manatee Soccer Club	FL	\$459,982	General Manager	\$22,000	\$20,853	2025
Future Urban Leaders	WI	\$459,581	Executiver Director - Current	\$96,519	\$104,398	2024
Nubability Athletics Foundation	IL	\$514,063	President	\$56,123	\$57,144	2024
Methow Valley Nordic Ski Educational Foundation	WA	\$458,321	Executive Director	\$28,123	\$25,405	2025
Harvest Foundation Inc	MO	\$458,249	President	\$1,440	\$1,580	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Big Brothers Big Sisters Of Central	MO	\$514,907	Executive Di	\$86,852	\$95,272	2024
Young Kings And Queens Inc	MI	\$519,254	President	\$40,587	\$43,388	2024
Indiana Center For Prevention Of Youth	IN	\$523,465	Executive Director	\$85,938	\$93,861	2024
Njsa Inc	CT	\$448,996	Director	\$16,000	\$15,137	2025
Helping Hands Adult Day Care	CA	\$529,161	Executive Dir.	\$31,278	\$28,799	2023
Rise Up For Youth Inc	KS	\$440,519	Executive Di	\$78,123	\$87,411	2024
Projectivity Group Inc	NY	\$440,425	Executive Director	\$42,692	\$39,954	2024
Cochise Christian School Tuition Organization Inc	AZ	\$432,094	Director	\$55,132	\$54,914	2024
The Elm Project	CT	\$429,437	Executive Director	\$89,040	\$86,464	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	75 organizations. Compensation range \$1,580–\$137,944; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$486,306); for reference, expenses \$527,004 and assets \$29,334.
ROLE MATCH	Jennifer Kell, reported title " <i>EXECUTIVE DIR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	57 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	53 rd

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 (Jennifer Kell) 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 75 similarly situated organizations (Same NTEE sector (O99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,371 is reasonable (approximately the 57th 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.