

# Jeremiah's Crossing Inc

Executive Director / CEO

EIN 204108406

WI · NTEE P80

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Kathleen Harris, Executive Director / CEO** (\$2,250) against **every comparable organization** that fit the selection criteria — **204** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

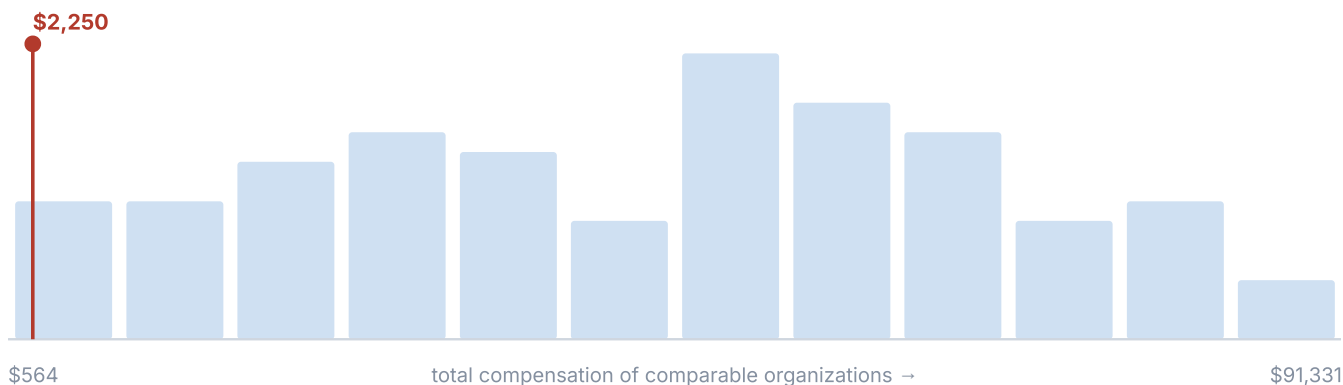
**Benchmarked executive:** Kathleen Harris — reported title "EXEC. DIR./S", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$148,427 and \$332,299 — 0.67x to 1.50x the subject's \$221,533 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**204** organizations qualified on sector, size, and geography → **204** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,920	\$25,768	\$46,810	\$61,733	\$75,405	<b>\$2,250</b>
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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 WI 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="#">Bethany Place Inc</a>	GA	\$221,413	President	\$24,000	<b>\$22,443</b>	2024
<a href="#">Journey To Adult Success Inc</a>	WI	\$221,178	Executive Di	\$48,050	<b>\$46,671</b>	2024
<a href="#">The No Woman No Girl Initiative</a>	NC	\$220,833	Executive Di	\$49,000	<b>\$48,479</b>	2023
<a href="#">Greek Orthodox Housing Corporation</a>	CA	\$222,266	Chief Executive Officer	\$1,500	<b>\$1,205</b>	2024
<a href="#">Wisconsibs Inc</a>	WI	\$222,412	Former Ed	\$73,478	<b>\$71,370</b>	2024
<a href="#">Cook Inclusive Company</a>	CO	\$222,735	Founder/executive Director	\$39,385	<b>\$36,161</b>	2023
<a href="#">Nami Geauga County</a>	OH	\$220,116	Exec Dir -Ex	\$58,096	<b>\$57,228</b>	2024
<a href="#">In His Light Inc</a>	OH	\$220,081	President	\$89,670	<b>\$90,940</b>	2023
<a href="#">A Place To Belong</a>	MN	\$223,096	Executive Director	\$52,660	<b>\$49,824</b>	2023
<a href="#">Family Promise Of Cobb County</a>	GA	\$219,831	Executive Director	\$55,254	<b>\$53,197</b>	2023
<a href="#">Sli Mclaughlin House Inc</a>	MA	\$223,334	President	\$30,225	<b>\$24,610</b>	2025
<a href="#">Northern California Peoples Advocate</a>	CA	\$223,661	President	\$66,000	<b>\$54,570</b>	2023
<a href="#">After Military Service</a>	TX	\$223,677	Founder, President And Ceo	\$48,000	<b>\$45,975</b>	2023
<a href="#">Pawsitive Perspectives</a>	MN	\$224,142	Exec. Dir/se	\$73,399	<b>\$65,715</b>	2025
<a href="#">Pawsitivity</a>	MN	\$218,770	Acting Secretary	\$31,400	<b>\$28,856</b>	2024
<a href="#">Asi Boise Inc</a>	MN	\$218,621	President/treasurer	\$68,006	<b>\$62,497</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Girls Incorporated Foundation Trust</a>	NY	\$224,516	Executive Di	\$16,316	<b>\$13,712</b>	2024
<a href="#">Asi - Stillwater Inc</a>	MN	\$224,910	President/tr	\$68,006	<b>\$60,886</b>	2025
<a href="#">Autism Health Insurance Project Inc</a>	CA	\$225,306	President/program Director	\$91,250	<b>\$75,447</b>	2023
<a href="#">Life Has No Boundaries Co</a>	IN	\$225,462	Executive Director	\$60,000	<b>\$60,586</b>	2023
<a href="#">Specialized Equine Services And</a>	IL	\$225,579	Executive Director	\$21,700	<b>\$20,427</b>	2023
<a href="#">American Therapeutic Riding Center</a>	OK	\$225,730	Executive Director	\$62,400	<b>\$65,792</b>	2023
<a href="#">The Meeting Place One Inc</a>	NC	\$217,177	Executive Director	\$59,917	<b>\$59,280</b>	2023
<a href="#">Women Of Hope Resource Center Inc</a>	NJ	\$216,954	Acting Treasurer	\$60,060	<b>\$51,346</b>	2023
<a href="#">Yokyworks Foundation</a>	WA	\$227,334	Secretary	\$11,925	<b>\$10,223</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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** 204 organizations. Compensation range \$564–\$91,331; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$221,533); for reference, expenses \$194,028 and assets \$341,319.

**ROLE MATCH** Kathleen Harris, reported title "EXEC. DIR./S", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 27 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Kathleen Harris) 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 13, 2026, comparing compensation against 204 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,250 is reasonable (approximately the 3<sup>rd</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 13, 2026.