

Maryland School For Jewish Education

Executive Director / CEO

EIN 204823117

MD · NTEE B99

FY ending 2025-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Eric Manne, Executive Director / CEO** (\$1,390) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Eric Manne — reported title “PRESIDENT & SECRETARY”, 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 (B99).

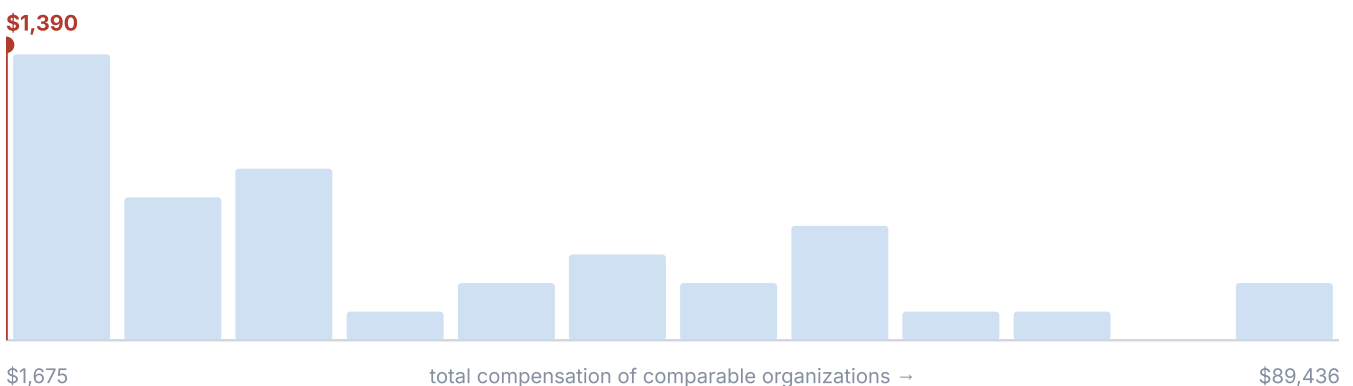
BUDGET Total revenue between \$44,181 and \$98,913 — 0.67x to 1.50x the subject's \$65,942 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography

→ **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,579

\$8,779

\$19,919

\$50,502

\$60,098

\$1,390



■ 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 MD 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
The Westbrook Education Foundation	MN	\$63,748	Director	\$2,390	\$2,593	2024
Shine Your Light	CA	\$63,350	President/ceo	\$14,317	\$13,574	2024
Center For American Indian Research &	SD	\$69,050	President	\$13,800	\$16,721	2024
Democracy Unlimited	CA	\$70,349	Director/independent Contractor	\$39,323	\$38,382	2023
Milk And Honey Outreach Ministries Inc	FL	\$61,407	Director	\$42,600	\$45,236	2023
Albany Fund For Education Inc	NY	\$60,712	Executive Director	\$32,340	\$33,033	2023
Minnesota News Media Institute Inc	MN	\$71,376	Executive Director	\$12,816	\$13,904	2024
Mayor's Scholarship Fund Inc	ID	\$60,237	Executive Di	\$12,032	\$13,691	2025
Cohort Sistas Inc	DE	\$72,436	Executive Director	\$10,000	\$10,473	2025
The Minority Scholars Program	MD	\$72,635	President	\$3,628	\$3,724	2024
Acnpe	NY	\$72,695	Executive Director	\$55,000	\$54,566	2024
Agc Oregon Columbia Chapter Foundation	OR	\$58,668	Executive Dir.	\$21,018	\$21,430	2024
Kindred Spirits Canine Educationcenter	CA	\$73,648	Executive Director	\$62,400	\$60,907	2023
Peace Tax Foundation Inc	DC	\$57,245	Executie Director	\$17,610	\$17,468	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Neohumanist College Of Asheville	NC	\$78,689	President	\$52,500	\$59,559	2024
Citizens For Road Safety Texas	TX	\$53,170	President	\$7,500	\$8,237	2024
Kauffman Fasttrac Inc	MO	\$52,110	Board Member/treasurer	\$76,422	\$88,869	2024
Colorado Municipal Judges	CO	\$51,168	Exec Director	\$18,920	\$19,919	2024
Homeschoolers United In The Big Bend Incorporated	FL	\$81,053	President & Treasurer	\$15,061	\$15,534	2024
California Psychology Internship Council	CA	\$82,024	Executive Director	\$53,750	\$52,464	2023
Training Mission Aviation Inc	PA	\$49,195	Secretary	\$2,983	\$3,362	2023
Lavaca Historical Museum	TX	\$83,283	Treasurer	\$6,133	\$6,562	2025
Mecklenburg Co Bus Edpartnershipinc	VA	\$48,241	Director	\$16,000	\$17,462	2023
Empowerment Media Inc	FL	\$85,286	Ceo	\$21,996	\$22,687	2024
Forever International Inc	NC	\$45,550	President	\$5,100	\$5,957	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2025 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 MD 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 **37** organizations. Compensation range \$1,675–\$89,436; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$65,942); for reference, expenses \$101,808 and assets \$174,421.
Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.

ROLE MATCH Eric Manne, reported title "*PRESIDENT & SECRETARY*", 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 5 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	0 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 (Eric Manne) 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 37 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,390 is reasonable (approximately the 0th 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.