

Howard Co Public Schools Education Fndn

Executive Director / CEO

EIN **204840080**
 MD · NTEE B122
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Van Kirk, Executive Director / CEO** (\$67,250) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

Benchmarked executive: Jennifer Van Kirk — 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 (B122).

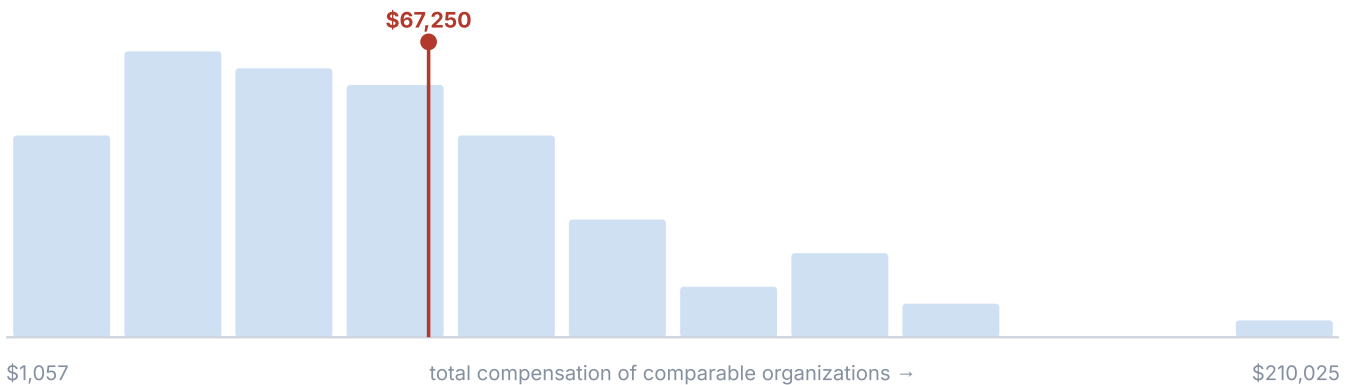
BUDGET Total revenue between \$267,930 and \$599,844 — 0.67x to 1.50x the subject's \$399,896 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B12), nationwide + budget 0.67–1.5x revenue.

90 organizations qualified on sector, size, and geography

→ **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,758	\$25,257	\$53,566	\$82,435	\$110,737	\$67,250
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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 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
Butte County Office Of Education	CA	\$400,115	Trustee	\$37,846	\$34,955	2023
Kalamazoo Experiential Learning	MI	\$392,689	President &	\$51,731	\$55,474	2024
Helena Education Foundation	MT	\$407,493	Executive Director	\$80,640	\$92,977	2023
Erats Thiel Building Company	MN	\$391,746	Treasurer	\$66,725	\$68,499	2024
Middle School Of The Arts Foundation	FL	\$390,429	Executive Director	\$116,403	\$110,681	2025
Angels Touch Inc	GA	\$389,933	President	\$30,000	\$32,265	2023
Foundation For Vision Rehabilitation	NY	\$389,030	President & Ceo	\$52,008	\$47,567	2025
Mcneil Band Boosters	TX	\$388,412	Treasurer	\$7,793	\$7,890	2025
Methacton Education Foundation	PA	\$387,676	Executive Director	\$36,611	\$39,052	2023
Cuny School Of Labor And Urban Studies	NY	\$412,275	Executive Director (To Dec '23)	\$38,553	\$36,194	2024
Dr Alvin R Calman Professorship	NJ	\$384,807	Trustee	\$79,602	\$73,839	2024
Henry County Prevention Coalition	TN	\$381,568	Director	\$61,135	\$65,042	2025
12tribe Films Foundation	NY	\$418,314	Board Member	\$13,771	\$12,928	2024
Philadelphia Robotics Coalition Inc	PA	\$418,401	Executive Director	\$80,000	\$82,885	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
District 51 Foundation	CO	\$418,802	Executive Di	\$20,558	\$21,085	2023
Gahanna-jefferson Education Foundation	OH	\$380,947	Executive Director	\$19,986	\$21,993	2024
Edina Give And Go	MN	\$421,928	Executive Di	\$52,050	\$52,057	2025
Honored Foundation	DC	\$424,358	Executive Director - Term End 10/2024	\$140,569	\$128,157	2024
Rising Act Films Inc	GA	\$426,726	President	\$104,000	\$108,642	2024
The Partnership Plan For Stillwater	MN	\$430,355	Executive Di	\$38,978	\$40,015	2024
Fillmore Community Auction	MN	\$432,357	President	\$1,000	\$1,057	2023
Jacob And Clara Faber Community	OH	\$366,746	President &	\$129,595	\$142,606	2024
Colorado School Finance Project Inc	CO	\$434,220	Executive Director	\$128,414	\$124,631	2025
Zionsville Education Foundation Inc	IN	\$360,985	Executive Dir.	\$48,825	\$55,074	2023
Malama Honua Public Charter School	HI	\$359,146	Executive Di	\$20,182	\$18,773	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 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 **90** organizations. Compensation range \$1,057–\$210,025; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$399,896); for reference, expenses \$346,810 and assets \$248,658.
ROLE MATCH	Jennifer Van Kirk, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	62 nd
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	43 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 Van Kirk) 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 90 similarly situated organizations (Same NTEE sector (B12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,250 is reasonable (approximately the 62nd 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.