

Jacobs Well Inc

Executive Director / CEO

EIN 205389152
 IN · NTEE T12
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Barbara Williar, Executive Director / CEO** (\$14,000) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

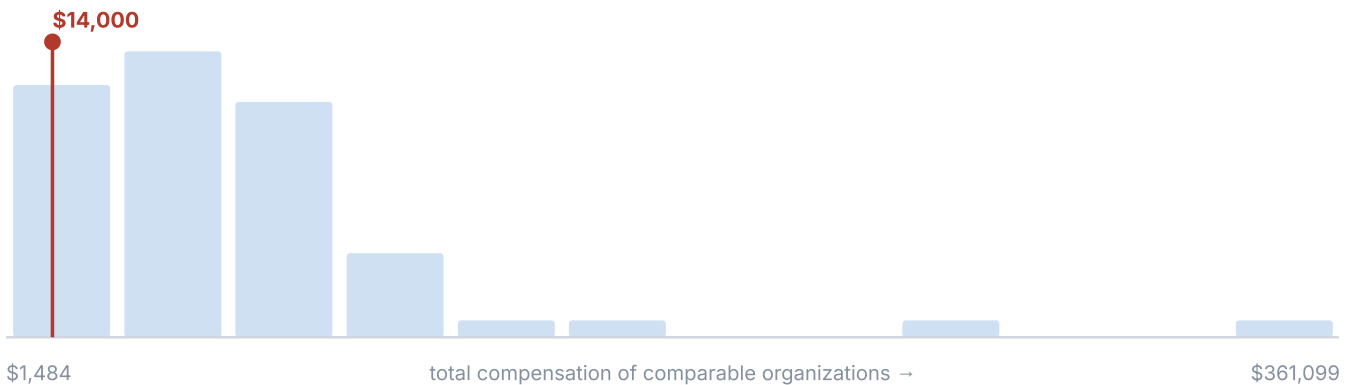
Benchmarked executive: Barbara Williar — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (T12).
- BUDGET Total revenue between \$273,681 and \$612,720 — 0.67x to 1.50x the subject's \$408,480 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (T12), nationwide + budget 0.67–1.5x revenue.

55 organizations qualified on sector, size, and geography → **55** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,156	\$23,764	\$53,857	\$76,877	\$104,084	\$14,000
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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 IN 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
12-31	TX	\$406,624	Executive Director	\$62,000	\$58,811	2024
Kol Yehuda Inc	NY	\$401,362	President	\$74,378	\$65,615	2023
Sobel Family Supporting Foundation Inc	NJ	\$418,402	Treasurer/assistant Secretary	\$49,655	\$43,282	2023
Nehemiah Charitable Fund	CA	\$419,513	Ceo	\$103,320	\$84,601	2024
Hopkins Education Foundation	MN	\$421,739	Executive Director	\$59,000	\$53,857	2025
Avenues For Autism	OH	\$422,752	Executive Di	\$100,000	\$100,436	2024
Jamie's Dream Team	PA	\$392,421	President	\$21,600	\$20,426	2024
Help Our World One On One	CO	\$391,357	Founder	\$9,000	\$8,425	2023
Russian Leadership Ministries	IL	\$425,671	President	\$51,100	\$49,045	2023
The Jordan Porco Foundation	CT	\$427,562	Executive Director (Until 8/2024)	\$104,149	\$92,599	2024
Vibrant Places Inc	FL	\$428,506	Dir., Secretary	\$143,473	\$127,809	2024
Little Warrior Foundation Inc	WI	\$436,622	Secretary	\$9,000	\$8,913	2024
The Link Of Northern Kandiyohi County	MN	\$449,690	Executive Dir.	\$60,000	\$56,220	2024
Erin Eickmeier Foundation	MO	\$361,037	Executive Director	\$71,958	\$74,406	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Los Charros Foundation Inc	AZ	\$456,609	Executive Director	\$27,000	\$24,623	2024
Central Washington Catholic Foundation	WA	\$457,811	Executive Director	\$87,846	\$74,580	2024
Building On Love Inc	NY	\$357,354	Executive Dir.	\$112,006	\$93,502	2025
Goodwill Industries Foundation Of	OH	\$459,918	President/ceo	\$22,151	\$22,904	2023
The Reece Foundation Corp	NY	\$461,599	Executive Director	\$49,020	\$43,245	2023
Walking For Kids Foundation	MS	\$461,650	President	\$30,000	\$31,684	2024
Dan Pastorini Charity	TX	\$463,541	Executive Director	\$80,875	\$76,715	2024
Creatives Want Change Inc	NY	\$351,230	Director Of Programs	\$72,116	\$63,620	2023
Osprey Village Thrift Stores Llc	SC	\$347,951	Executive Director	\$1,500	\$1,484	2024
Finn's Fighters Inc	FL	\$346,041	President/exec. Dir.	\$40,778	\$36,326	2024
Kids In Need Distributors Inc	MD	\$340,287	Treasurer	\$24,010	\$21,286	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 55 organizations. Compensation range \$1,484–\$361,099; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$408,480); for reference, expenses \$266,017 and assets \$708,837.
ROLE MATCH	Barbara Williar, reported title " <i>DIRECTOR</i> ", 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	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 peers 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	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	7 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 (Barbara Williar) 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 55 similarly situated organizations (Same NTEE sector (T12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,000 is reasonable (approximately the 13th 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.