

Educational Leadership Foundation Of New Jersey Inc

Executive Director / CEO

EIN 264437074
 NJ · NTEE B90
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **David Hespe, Executive Director / CEO** (\$18,500) against **every comparable organization** that fit the selection criteria — **302** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

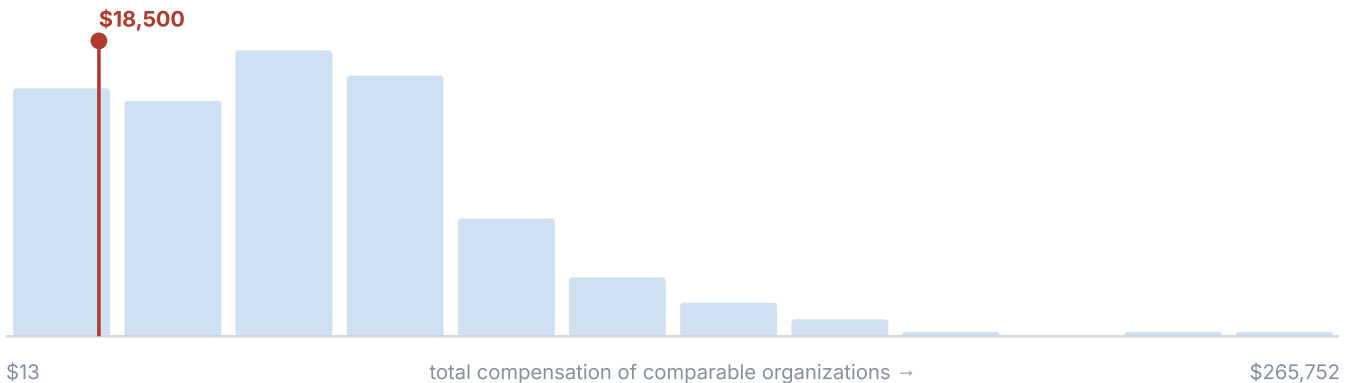
Benchmarked executive: David Hespe — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$135,020 and \$302,284 — 0.67x to 1.50x the subject's \$201,523 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

302 organizations qualified on sector, size, and geography → **302** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,077 10TH	\$26,263 25TH	\$55,353 MEDIAN	\$82,286 75TH	\$109,922 90TH	\$18,500 THIS ORG · 16TH
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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 NJ 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 Early Learning Partnership Of	SC	\$201,777	Executive Di	\$45,788	\$53,501	2025
Grace Education & Business	FL	\$201,797	Director	\$45,757	\$50,878	2023
Changing Expectations Corp	TX	\$201,110	Founder And Ceo	\$113,206	\$130,188	2024
Educational Advisory Foundation Inc	GA	\$201,000	President	\$16,000	\$19,041	2023
Love We Dont See	CA	\$200,612	Ceo	\$47,294	\$45,740	2025
Eg Prep Education Inc	NY	\$200,407	Executive Di	\$6,321	\$6,566	2024
Seminary For The Third Millennium	FL	\$200,165	President	\$14,765	\$16,417	2023
Family Child Care Providers Association Of San Francisco Inc	CA	\$202,970	Executive Director	\$45,637	\$46,643	2023
K12c Solutions	MI	\$203,124	Chief Executive Officer	\$32,974	\$40,284	2023
Community Pantry & Emerg Srvs Inc	NE	\$199,807	Director	\$9,000	\$11,457	2023
Teacher Apprenticeship Network	NJ	\$203,250	Executive Director	\$13,847	\$14,213	2024
Advance	CA	\$199,291	Executive Dir.	\$39,000	\$38,717	2024
Spreading Hope Inc	MN	\$199,217	Secretary	\$17,667	\$19,552	2025
Gethsemane Ranch Inc	FL	\$204,030	Secretary	\$20,244	\$21,864	2024
Hampton Roads Chess Association	VA	\$204,156	Executive Director	\$40,598	\$45,065	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Amplify Arts	NE	\$205,050	Executive Co-director	\$67,688	\$86,170	2023
Lindale Isd Education Foundation Inc	TX	\$197,971	Executive Dir.	\$33,920	\$39,008	2024
Veritas Classical School Inc	MS	\$197,652	President	\$79,080	\$101,256	2024
Nicaphoto Inc	CT	\$205,786	President	\$26,000	\$28,026	2024
Gilbert Albert Community Center Inc	MA	\$197,000	Executive Director	\$25,000	\$25,827	2024
Nami Of Fairbanks Alaska Inc	AK	\$206,276	Executive Director	\$62,400	\$70,612	2023
Glenhagen Farm Retreat	IL	\$196,629	Director	\$2,650	\$3,083	2023
Quality Champions For Life	OH	\$206,795	Executive Director	\$22,000	\$26,788	2024
Merivis Foundation Inc	TX	\$206,797	Executive Di	\$124,800	\$147,761	2023
Communities In Schools Of Rome-floyd County Inc	GA	\$206,910	Executive Director	\$64,827	\$73,006	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **302** organizations. Compensation range \$13–\$265,752; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$201,523); for reference, expenses \$305,829 and assets \$32,630. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	David Hespe, 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	4 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	16 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	14 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 (David Hespe) 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 302 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,500 is reasonable (approximately the 16th 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.