

Lancaster-fairfield County Charity Newsies Inc

Executive Director / CEO

EIN 310998594
OH · NTEE P20Z
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Jon Hale, Executive Director / CEO** (\$400) against **every comparable organization** that fit the selection criteria — **43** 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

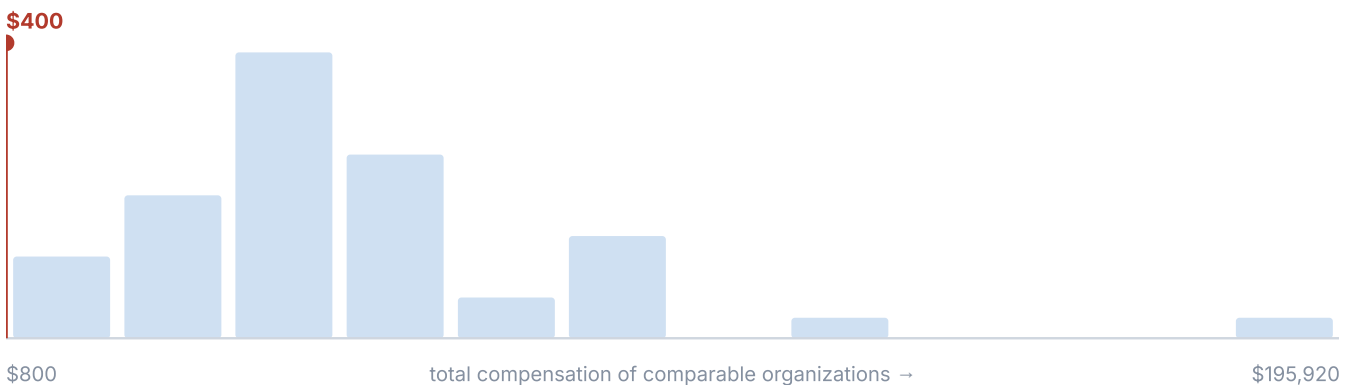
Benchmarked executive: Jon Hale — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20Z).
BUDGET	Total revenue between \$164,873 and \$369,120 — 0.67x to 1.50x the subject's \$246,080 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + OH + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,628 10TH	\$30,632 25TH	\$47,594 MEDIAN	\$60,565 75TH	\$87,568 90TH	\$400 THIS ORG · 0TH
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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 OH 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
Juvenile Justice Coalition	OH	\$249,390	Executive Di	\$85,834	\$85,834	2023
Adventures In Truth Ministries	OH	\$249,483	President	\$48,801	\$48,801	2023
Her Academy	OH	\$249,626	Executive Di	\$207,044	\$195,920	2025
Southwest India Christian Mission Inc	OH	\$239,515	Missionary	\$81,836	\$79,488	2024
Neighborhood Allies	OH	\$255,099	Presidentceo	\$54,079	\$54,079	2023
Serving Beyond Borders	OH	\$260,473	Presidentexecutive Director	\$90,600	\$88,001	2024
Never Give Up Never Quit	OH	\$230,250	Ceo	\$100,000	\$97,131	2024
Faith For Culture	OH	\$227,574	President	\$130,619	\$126,872	2024
Mid-ohio Board For An	OH	\$267,250	Exec Dir	\$52,003	\$49,209	2025
Happen Inc	OH	\$220,770	President	\$34,674	\$34,674	2023
Bellbrook Sugarcreek Community Support Center	OH	\$218,168	Executive Director	\$36,000	\$34,066	2025
Getting To We	OH	\$274,928	Ex-officio/d	\$16,226	\$15,760	2024
Black Leaders Against Sex Trafficking Inc	OH	\$217,049	President	\$60,000	\$58,279	2024
Licking Co Coalition Of Care	OH	\$210,399	Executive Director	\$51,140	\$51,140	2023
Equasion	OH	\$210,318	Executive Di	\$26,400	\$25,643	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New American Resources Center Inc	OH	\$282,630	Executive Director	\$26,737	\$26,737	2023
Cityheart Corporation	OH	\$287,198	Exec Directo	\$61,416	\$61,416	2023
To Whom It May Concern	OH	\$203,951	Secretarydirector Prison Reentry	\$47,840	\$46,467	2024
Destination Canal Winchester	OH	\$202,723	Executive Di	\$45,000	\$45,000	2023
Seven Baskets Community Development Corporation	OH	\$202,529	Executive Director	\$3,960	\$3,747	2025
Legacies Empowered Inc	OH	\$290,517	Executive Director	\$38,896	\$37,780	2024
The National Threshers Association	OH	\$197,015	Treasurer	\$800	\$800	2023
The Strongsville Emergency Food	OH	\$301,025	Coordinator	\$24,288	\$23,591	2024
Ahead Inc	OH	\$185,500	Executive Director	\$61,478	\$59,714	2024
Hannah's House 119	OH	\$310,768	Director	\$45,096	\$43,802	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 43 organizations. Compensation range \$800–\$195,920; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$246,080); for reference, expenses \$276,599 and assets \$409,536.

ROLE MATCH	Jon Hale, reported title " <i>Secretary</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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	0 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 (Jon Hale) 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 43 similarly situated organizations (Same NTEE sector (P20) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$400 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.