

# Nami Athens Ohio

Executive Director / CEO

EIN 311543181

OH · NTEE P80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jordan Pepper, Executive Director / CEO** (\$38,730) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

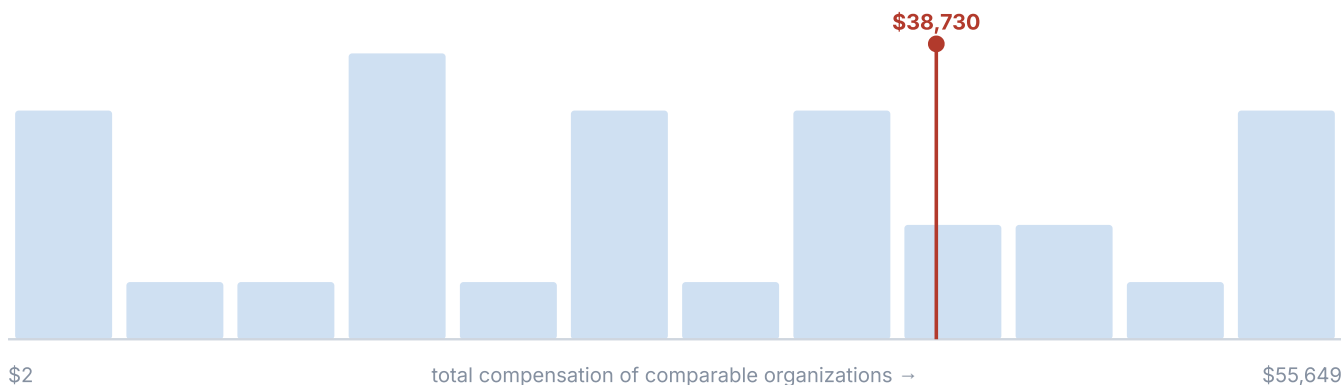
**Benchmarked executive:** Jordan Pepper — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$45,888 and \$102,735 — 0.67x to 1.50x the subject's \$68,490 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**30** organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,373	\$16,103	\$26,908	\$39,788	\$51,260	\$38,730
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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
<a href="#">West Street Corporation</a>	MA	\$68,223	President And Ceo	\$63,709	<b>\$55,649</b>	2023
<a href="#">Friends Of Gwinnett County Seniors Services Inc</a>	GA	\$69,043	Director	\$2	<b>\$2</b>	2023
<a href="#">Malayaka House Inc</a>	VT	\$67,288	President	\$35,000	<b>\$33,261</b>	2024
<a href="#">Just Keep Smiling Inc</a>	AL	\$69,842	Founder/dire	\$2,400	<b>\$2,520</b>	2023
<a href="#">By Provision</a>	AL	\$65,242	Executive Di	\$44,300	<b>\$46,521</b>	2023
<a href="#">Rise Together Ministries</a>	MO	\$73,112	Director	\$28,800	<b>\$29,651</b>	2023
<a href="#">Hope 4 Mobility Inc</a>	FL	\$62,847	Presidentbod	\$18,000	<b>\$16,437</b>	2023
<a href="#">The Youth And Family Alternatives Inc</a>	FL	\$76,176	Chief Executive Officer	\$18,030	<b>\$15,992</b>	2024
<a href="#">Muggsy Bagues Family Foundation</a>	NC	\$76,312	Executive Dir.	\$33,200	<b>\$33,346</b>	2023
<a href="#">Paraplegics On Independent</a>	TX	\$59,596	Exec. Direct	\$45,400	<b>\$44,144</b>	2023
<a href="#">Utah Pet Partners</a>	UT	\$59,153	Executive Director	\$24,989	<b>\$24,860</b>	2023
<a href="#">Valley Care Community Consortium Inc</a>	CA	\$58,785	Interim Executive Director	\$49,833	<b>\$40,628</b>	2024
<a href="#">Webster Street Ii Inc</a>	MA	\$79,081	President And Ceo	\$63,709	<b>\$55,649</b>	2023
<a href="#">Ex-muslims Of North America</a>	VA	\$57,311	President/secretary	\$484	<b>\$441</b>	2024
<a href="#">Aviation Family Fund Inc</a>	NC	\$55,967	Treasurer	\$10,000	<b>\$10,043</b>	2023
<a href="#">Maxcen Housing Society Inc Wisconsin Branch</a>	WI	\$81,836	Ceo	\$5,188	<b>\$5,116</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">California Teachers Association Disaster</a>	CA	\$82,148	Trustee	\$63,523	<b>\$51,789</b>	2024
<a href="#">Wood County Village Inc</a>	OH	\$82,210	President/ceo	\$44,493	<b>\$45,807</b>	2023
<a href="#">Beans And Rice Inc</a>	VA	\$83,362	Executive Director	\$40,000	<b>\$36,465</b>	2024
<a href="#">On With Life Supportive Housing Cor</a>	IA	\$83,893	Exec Directo	\$33,703	<b>\$35,870</b>	2023
<a href="#">Stonebridge Movin' Out Inc</a>	WI	\$84,998	Ceo	\$16,577	<b>\$16,829</b>	2023
<a href="#">The Pavilion At Brookmeade Inc</a>	NY	\$85,976	Admistrator/ Ceo	\$42,427	<b>\$37,266</b>	2023
<a href="#">Valley Of The Sun School Properties One</a>	AZ	\$88,981	Board Member	\$18,515	<b>\$16,812</b>	2024
<a href="#">Helping The Behaviorally Challenging</a>	CA	\$89,112	President And Ceo	\$30,000	<b>\$24,458</b>	2024
<a href="#">Woods Foundation Of New Jersey Inc</a>	NJ	\$89,961	Treasurer	\$30,458	<b>\$26,434</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 30 organizations. Compensation range \$2–\$55,649; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$68,490); for reference, expenses \$88,522 and assets \$77,593.

**ROLE MATCH** Jordan Pepper, reported title *"EXEC DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 12 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	93 <sup>rd</sup>
All sources (D + E + F), adjusted	53 <sup>rd</sup>

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 (Jordan Pepper) 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 30 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,730 is reasonable (approximately the 73<sup>rd</sup> 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.