

Treasury Institute For

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jon K Speare, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

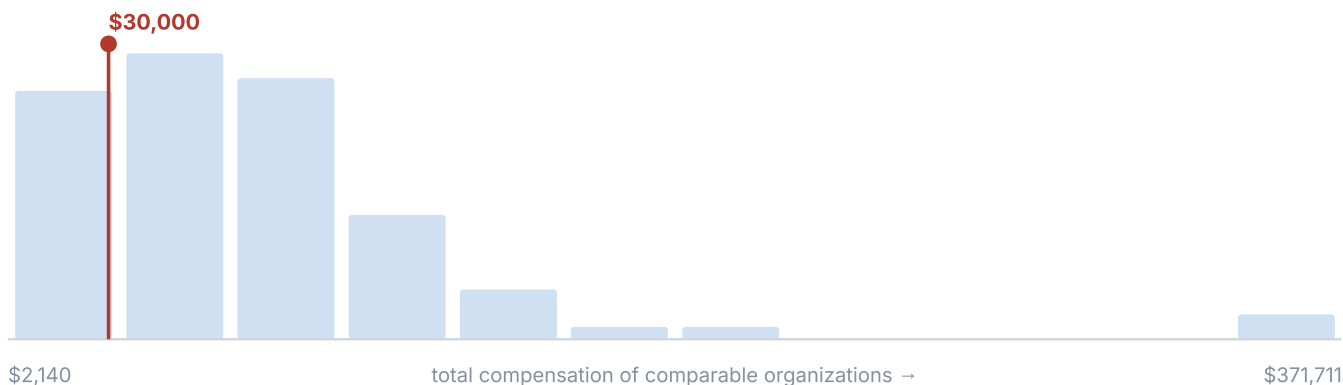
Benchmarked executive: Jon K Speare — reported title “CO-EXEC DIRE”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T50).
BUDGET	Total revenue between \$333,375 and \$746,364 — 0.67x to 1.50x the subject's \$497,576 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

82 organizations qualified on sector, size, and geography → **82** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,113	\$34,756	\$59,556	\$90,074	\$121,262	\$30,000
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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 KY 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
Fundacion Para El Futuro De La Salud Inc	PR	\$500,000	Executive	\$28,462	\$27,645	2024
Cleveland Social Venture Partners	OH	\$485,267	Executive Director	\$135,518	\$129,766	2024
Fostering Community	LA	\$483,465	Director	\$64,000	\$65,595	2023
Salt Ventures Nfp	IL	\$481,688	President	\$17,500	\$15,554	2024
High Impact Athletes Inc	DE	\$480,243	Founder & Executive Direct	\$63,298	\$56,033	2024
Armenia Fund Inc	CA	\$477,839	Executive Director	\$125,670	\$101,005	2023
Social Venture Partners Charlotte Inc	NC	\$475,506	Executive Dir.	\$93,000	\$86,876	2024
Charity For Change Inc	FL	\$519,984	President	\$90,000	\$78,696	2023
Partners For Better Futures	CA	\$523,134	Country Director - Burma	\$22,435	\$17,063	2025
Slingshot Fund Inc	NY	\$470,772	Executive Director	\$253,897	\$207,421	2024
Waunakee Ecumenical Board Inc	WI	\$525,842	Food Pantry Director	\$23,350	\$22,047	2024
Coca Qalicb Inc	MO	\$526,595	Interim President (Thru 2/23)	\$2,171	\$2,140	2023
Fond Du Lac Festivals Inc	WI	\$467,560	Executive Di	\$79,325	\$74,897	2024
Hadassah's Hope Inc	FL	\$466,864	Ceo	\$65,000	\$55,205	2024
Childrens Advocacy Center Of	AR	\$465,673	Executive Dir.	\$55,681	\$56,585	2024
Raisedby Us Inc	NY	\$463,543	Executive Director	\$179,580	\$151,041	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
True Freedom Enterprises	OH	\$457,594	President	\$65,526	\$62,745	2024
The Salvage Yard Inc	TX	\$455,686	President	\$72,000	\$67,037	2023
Soundcheck Prevention Network	NC	\$455,375	Executive Di	\$96,200	\$89,865	2024
Share Omaha	NE	\$543,474	Executive Director	\$125,314	\$121,854	2024
Altar Fly Fishing	IL	\$445,834	President	\$107,500	\$98,370	2023
Sterling Solutions	CA	\$559,422	Executive Director	\$70,818	\$56,919	2023
Greene Scholars	CA	\$560,433	Secty & Ex Dir	\$46,799	\$35,593	2025
Womens Fund Of Smith County	TX	\$561,945	Ceo & President	\$81,500	\$75,882	2023
Planting Seeds International	IL	\$432,813	Executive Director	\$30,165	\$26,811	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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	82 organizations. Compensation range \$2,140–\$371,711; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$497,576); for reference, expenses \$282,659 and assets \$485,364. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jon K Speare, reported title " <i>CO-EXEC DIRE</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	24 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	22 nd

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 K Speare) 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 82 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 24th 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.