

This analysis benchmarks the total compensation of **Jennifer Davis, Executive Director / CEO** (\$31,250) against **every comparable organization** that fit the selection criteria — **142** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

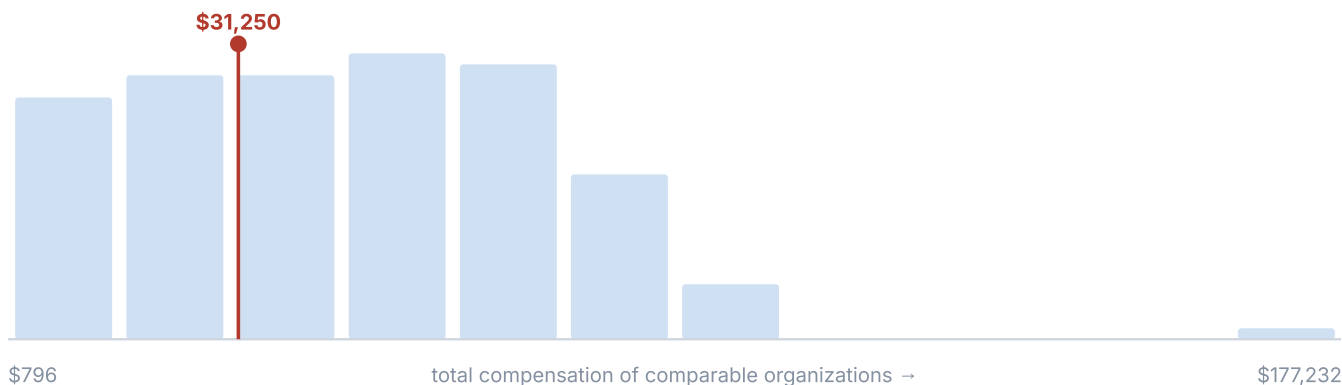
Benchmarked executive: Jennifer Davis — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$111,581 and \$249,808 — 0.67x to 1.50x the subject's \$166,539 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

142 organizations qualified on sector, size, and geography → **142** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,487	\$25,172	\$46,773	\$66,865	\$76,848	\$31,250
----------	----------	----------	----------	----------	-----------------



● 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 CO 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
Community Outreach Network Services Inc	IN	\$166,238	Ceo	\$9,874	\$10,859	2024
Silverton Area Seniors Inc	OR	\$165,708	Executive Dir.	\$51,832	\$51,681	2023
Fostering Life-changing Opportunities	MO	\$167,579	Executive Director	\$30,228	\$34,375	2023
Payee Plus	OH	\$167,580	Executive Director	\$60,637	\$66,978	2024
Hands Producing Hope Incorporated	LA	\$164,078	President And Executive Di	\$693	\$796	2024
Juniper House Inc	MA	\$163,950	President	\$19,712	\$18,473	2024
Hope House	DC	\$170,608	Ex Executive Director	\$80,534	\$73,702	2024
Universal City Supportive Housing	MN	\$171,303	President/tr	\$68,006	\$68,273	2025
Barre Area Senior Center Inc	VT	\$161,165	Director	\$51,480	\$52,645	2025
Unfaulted Corporation	TX	\$161,145	Chief Execut	\$42,230	\$44,055	2024
Ide Center Apartments li Inc	OH	\$172,521	Ceo/president	\$18,970	\$21,572	2023
Academy For Grassroots Organizations	CA	\$159,606	President & Ceo	\$80,624	\$72,605	2024
Gods Heart Ministry	CA	\$159,130	Director	\$18,175	\$16,851	2023
Meridian Place Development	OH	\$159,011	Ceo	\$5,477	\$6,229	2023
Volunteer Caregivers Program	NY	\$174,381	Executive Director	\$75,000	\$70,678	2024
The Shepherds Center Of Fairfax-burke	VA	\$175,121	Executive Dir.	\$43,471	\$43,773	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Roots To Wings Inc	NE	\$175,893	Executive Director	\$49,104	\$55,079	2024
Lutheran Housing Services 12 Inc	OH	\$155,726	President/ce	\$54,426	\$60,118	2024
Mount Vernon At Home Inc	VA	\$155,539	Exective Director	\$39,692	\$41,148	2023
Lowcountry Alliance For Model Communitie	SC	\$155,380	Co-executive Director	\$21,692	\$23,601	2024
Life Styles Foundation Inc	AR	\$155,173	Executive Director	\$10,246	\$11,701	2025
Colorado Black Caucus	CO	\$154,950	Executive Director	\$32,000	\$32,000	2024
Camp Bluebird Of West Michigan	MI	\$178,194	Executive Dir.	\$60,030	\$66,527	2023
The Whatcom Dream	WA	\$180,029	Executive Director	\$54,820	\$52,697	2023
Hawaii Coalition Against Sexual Assault	HI	\$181,460	Executive Director	\$52,500	\$50,468	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 142 organizations. Compensation range \$796–\$177,232; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$166,539); for reference, expenses \$125,236 and assets \$167,549.

ROLE MATCH Jennifer Davis, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	34 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	20 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 (Jennifer Davis) 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 142 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,250 is reasonable (approximately the 34th 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.