

Houghton Jones Neighborhood Task Force Inc

Executive Director / CEO

EIN 383065604
 MI · NTEE S20Z
 FY ending 2024-09-30
June 9, 2026

This analysis benchmarks the total compensation of **Janell Harrell, Executive Director / CEO** (\$23,247) against **every comparable organization** that fit the selection criteria — **305** 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

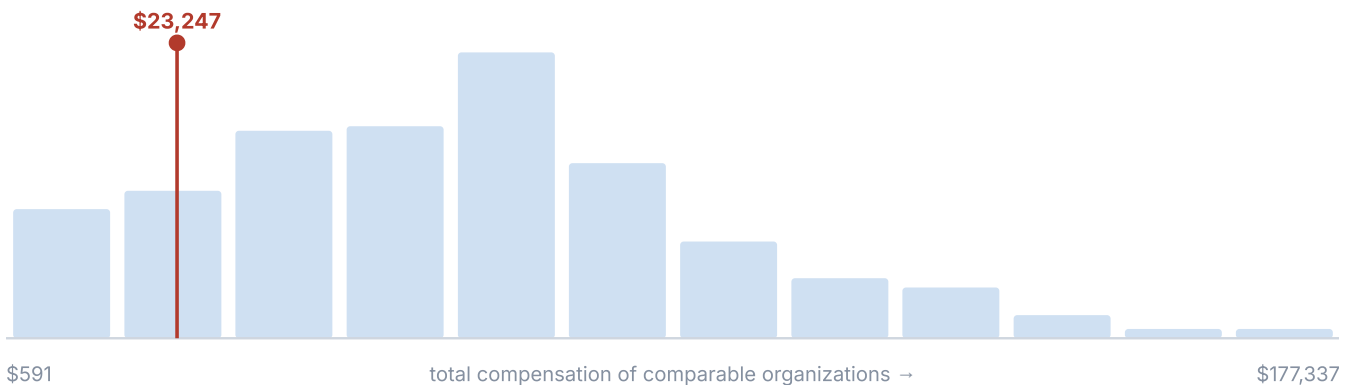
Benchmarked executive: Janell Harrell — reported title “Office Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20Z).
BUDGET	Total revenue between \$198,554 and \$444,525 — 0.67x to 1.50x the subject's \$296,350 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

305 organizations qualified on sector, size, and geography → **305** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,859 10TH	\$34,961 25TH	\$60,151 MEDIAN	\$78,639 75TH	\$107,497 90TH	\$23,247 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 MI 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
United Human Services Of Se Alaska	AK	\$296,107	Vice Preside	\$12,000	\$11,115	2024
Tooley Comm Development Group Inc	FL	\$296,089	Chairman	\$70,000	\$65,592	2023
Downtown Brookings	SD	\$297,995	Executive Dir.	\$36,094	\$39,733	2023
Moravia Park Community Development Corporation	MD	\$294,013	President	\$24,440	\$22,791	2023
Experience The Heart Of	IN	\$293,906	Executive Di	\$42,250	\$44,442	2023
Canoga Park Improvement Association	CA	\$299,192	Exc. Dir.	\$57,200	\$49,267	2023
District 2 Community Enhancement Corporation	LA	\$299,563	President	\$92,935	\$102,073	2023
Puede Network	TX	\$299,580	Executive Director	\$62,500	\$60,571	2024
Foundation For Body Mind & Spirit	TX	\$292,958	President/ceo	\$35,219	\$34,132	2024
Davis Tennon Foundation	WI	\$300,000	Director	\$75,000	\$75,886	2024
Main Street Murfreesbororutherford	TN	\$300,829	Executive Dir.	\$70,750	\$72,050	2024
Wayne County Family Center	PA	\$301,055	Executive Director	\$51,094	\$50,823	2023
Mount Washington Community	PA	\$301,486	Executive Dir.	\$35,000	\$33,815	2024
Sgr Foundation	PA	\$301,908	Executive Director	\$15,000	\$14,492	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Westwood Unidos	CO	\$301,959	Executive Dir.	\$72,000	\$77,427	2021
Shaker Heights Development Corporation	OH	\$290,507	Executive Director	\$89,719	\$92,065	2024
One In A Million Inc	IL	\$289,444	President	\$36,656	\$35,946	2023
West Bank Business Association	MN	\$288,979	Executive Director	\$30,808	\$30,364	2023
Malama Kula	HI	\$303,970	Treasurer/ce	\$64,007	\$55,520	2024
Mainstreet Of Athens Inc	TN	\$304,388	Executive Director	\$22,371	\$22,782	2024
Main Street Gettysburg Inc	PA	\$287,455	President	\$80,822	\$78,086	2024
Ken-rock Community Center Inc	IL	\$287,423	President & Ceo	\$64,820	\$63,564	2023
Amigos En Cristo Inc	FL	\$305,295	Ceo	\$65,167	\$59,311	2024
Connect Waukegan Nfp	IL	\$287,155	Executive Dir.	\$119,550	\$113,869	2024
Partners For Livable Omaha	NE	\$286,715	Executive Director	\$69,383	\$72,300	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 305 organizations. Compensation range \$591–\$177,337; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$296,350); for reference, expenses \$267,786 and assets \$95,756.

ROLE MATCH	Janell Harrell, reported title " <i>Office Manager</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	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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)	15 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	15 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 (Janell Harrell) 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 305 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,247 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.