

# Northern Lights Alliance For The

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jesse Germundson, Executive Director / CEO** (\$66,177) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71<sup>st</sup>** percentile of comparable organizations

within the typical range

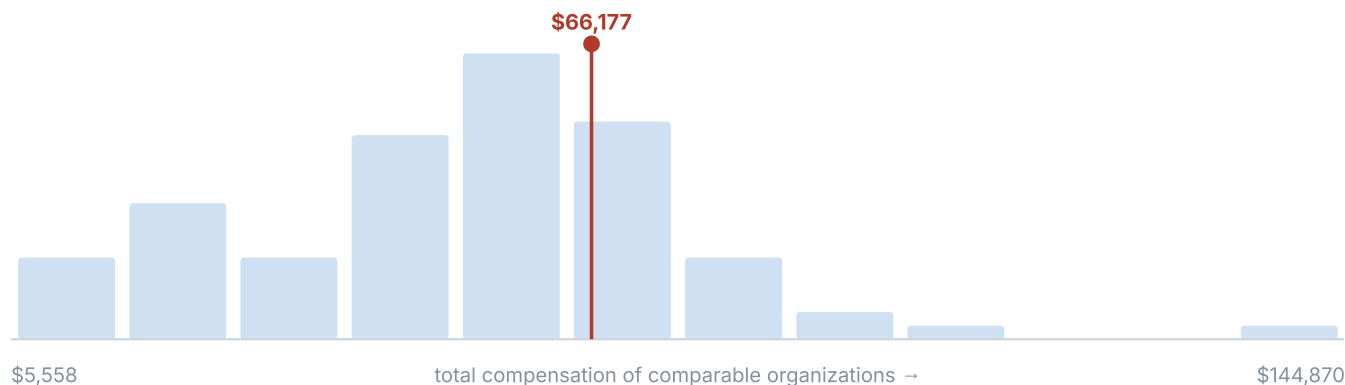
**Benchmarked executive:** Jesse Germundson — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L41).
BUDGET	Total revenue between \$221,593 and \$496,104 — 0.67x to 1.50x the subject's \$330,736 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

**84** organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,001	\$38,951	\$54,816	\$67,447	\$77,849	\$66,177
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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 IA 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="#">Good News Shelter Corporation</a>	KY	\$329,213	Executive Director	\$60,251	<b>\$62,476</b>	2023
<a href="#">House Of Hope Inc</a>	VA	\$329,074	Executive Director	\$30,951	<b>\$28,016</b>	2024
<a href="#">Robins Home Inc</a>	PA	\$323,390	Executive Dir.	\$75,600	<b>\$72,763</b>	2023
<a href="#">Emmaus House Of Saginaw Inc</a>	MI	\$320,614	Executive Di	\$61,196	<b>\$59,214</b>	2024
<a href="#">Lumen Fidelis</a>	WA	\$319,859	President	\$23,381	<b>\$19,624</b>	2024
<a href="#">Rainbow Place Shelter For Homeless</a>	MD	\$315,710	Executive Director (Through 1/2023)	\$73,500	<b>\$66,321</b>	2023
<a href="#">Crestview Area Shelter For The Homeless</a>	FL	\$347,760	President	\$22,780	<b>\$20,062</b>	2024
<a href="#">Peace Valley Haven Inc</a>	NY	\$348,083	Director	\$66,340	<b>\$57,858</b>	2023
<a href="#">Family Promise Of Knoxville</a>	TN	\$349,354	Executive Director	\$68,488	<b>\$67,488</b>	2024
<a href="#">5812 Rescue</a>	OH	\$349,616	Co-director	\$30,000	<b>\$30,667</b>	2023
<a href="#">Lifeboat Alliance Ltd</a>	IL	\$300,660	Executive Dir.	\$58,850	<b>\$55,840</b>	2023
<a href="#">Family Promise - Salt Lake</a>	UT	\$361,894	Executive Director	\$91,799	<b>\$88,078</b>	2024
<a href="#">Family Promise Of Davie County</a>	NC	\$297,242	Executive Director	\$65,645	<b>\$61,948</b>	2025
<a href="#">Windham Region No Freeze Project</a>	CT	\$364,670	Executive Di	\$54,656	<b>\$49,460</b>	2023
<a href="#">The Resilient Place</a>	TX	\$365,512	President	\$12,600	<b>\$12,164</b>	2023
<a href="#">Clinton County Services For The Homeless</a>	OH	\$366,995	Ex Director	\$69,750	<b>\$69,255</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Connections Of Cumberland County Inc</a>	NC	\$367,010	Executive Director	\$81,000	<b>\$78,460</b>	2024
<a href="#">Gloucester United Emergency Shelter Team</a>	VA	\$293,805	Executive Director	\$7,915	<b>\$7,164</b>	2024
<a href="#">North Alabama Coalition For The Homeless</a>	AL	\$293,797	Executive Director	\$59,522	<b>\$60,282</b>	2024
<a href="#">The Bridge Emergency Shelter</a>	CO	\$292,868	Executive Director	\$31,979	<b>\$28,746</b>	2024
<a href="#">Northwoods Alliance For Temporary</a>	WI	\$291,100	Executive Di	\$68,900	<b>\$67,457</b>	2024
<a href="#">Samaritan Homeless Interim Program Inc</a>	NJ	\$288,831	Founding Executive Director	\$81,147	<b>\$67,920</b>	2024
<a href="#">Bethany House Inc</a>	NY	\$287,235	Director	\$57,700	<b>\$48,879</b>	2024
<a href="#">The Winter Sanctuary Inc</a>	OH	\$286,321	Executive Di	\$41,577	<b>\$41,282</b>	2024
<a href="#">Washtenaw Housing Alliance</a>	MI	\$284,243	Executive Di	\$103,370	<b>\$102,977</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA cost of living and 2025 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 IA 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 84 organizations. Compensation range \$5,558–\$144,870; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$330,736); for reference, expenses \$318,400 and assets \$1,118,085.

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

**RELATED-ORG PAY** 4 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	71 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	68 <sup>th</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	67 <sup>th</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 (Jesse Germundson) 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 84 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,177 is reasonable (approximately the 71<sup>st</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.