

Ross Community Center Inc

Executive Director / CEO

EIN 452050287

IN · NTEE B90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jacqueline Hanoman, Executive Director / CEO** (\$57,400) against **every comparable organization** that fit the selection criteria — **467** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

Benchmarked executive: Jacqueline Hanoman — 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 (B90).
BUDGET	Total revenue between \$283,044 and \$633,681 — 0.67x to 1.50x the subject's \$422,454 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

467 organizations qualified on sector, size, and geography → **467** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,144	\$36,731	\$59,986	\$86,927	\$110,284	\$57,400
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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 IN 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
National Outdoor Learning Alliance	ID	\$422,162	Executive Dir.	\$72,000	\$72,630	2024
The Teaching Cleveland Foundation	OH	\$421,290	Executive Di	\$108,123	\$108,594	2024
Concordia Learning Center	LA	\$423,816	Administrator	\$59,927	\$62,574	2024
Magnolia Global Academy For Leaders	CA	\$420,262	Executive Di	\$78,334	\$62,489	2025
Woven Learning And Technology	CA	\$418,850	President	\$94,500	\$77,379	2024
Circle Of Sisterhood Foundation Inc	NC	\$418,760	Executive Director	\$104,425	\$99,679	2025
The Meantime Coffee Company	NC	\$418,584	Ceo	\$8,598	\$8,424	2024
Enriching Education Foundation	WA	\$418,489	Co-president	\$21,240	\$18,565	2023
Curriculum Leadership Institute	KS	\$426,660	President	\$103,592	\$106,124	2024
Math-m-addicts New York Inc	NY	\$417,867	Program Director	\$109,920	\$96,970	2023
Julia Green Extended Care Inc	TN	\$417,051	Executive Di	\$100,602	\$100,276	2024
Face It Foundation	MN	\$416,612	Executive Di	\$62,500	\$60,292	2023
Learning Forward Education Cen	FL	\$428,329	Executive Director	\$16,655	\$14,837	2024
Mikaylas Voice	PA	\$428,430	Executive Director	\$93,718	\$86,339	2025
Wolverine Hoosier Athletic	MI	\$428,442	Commissioner	\$123,189	\$117,466	2025
Pr Education Initiative Corp	PR	\$416,344	Executive Dire	\$30,000	\$30,886	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southern California Soaring Academyinc	CA	\$428,796	President	\$60,000	\$50,581	2023
Common Purpose Us Inc	IL	\$429,264	Us Programs Director	\$70,741	\$65,949	2024
Mid-shore Early Learning Ctr Inc	MD	\$429,549	Director	\$57,867	\$52,816	2023
Connor Kids Academy	OH	\$429,679	President	\$27,584	\$27,704	2024
Stem Teachers Of New York City Inc	NY	\$430,363	Executive Dir.	\$52,801	\$46,581	2023
Horizons Student Opportunities And	NM	\$414,493	Executive Di	\$67,038	\$68,373	2024
Rage Ministries Inc	TX	\$414,272	Pres	\$110,000	\$104,342	2024
Community Learning Network	NM	\$413,338	Executive Director	\$90,000	\$91,792	2024
Loop Nola	LA	\$413,277	Executive Director	\$68,863	\$71,905	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	467 organizations. Compensation range \$710–\$426,239; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$422,454); for reference, expenses \$464,316 and assets \$2,350,902.
ROLE MATCH	Jacqueline Hanoman, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 14 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	48 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	43 rd

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 (Jacqueline Hanoman) 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 467 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,400 is reasonable (approximately the 48th 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.