PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Educational Divide Reform Inc

Executive Director / CEO

EIN **462969632**
MA · NTEE Z99
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Jinseop Jang Ph D, Executive Director / CEO** ($20,000) against **every comparable organization** that fit the selection criteria — **205** 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

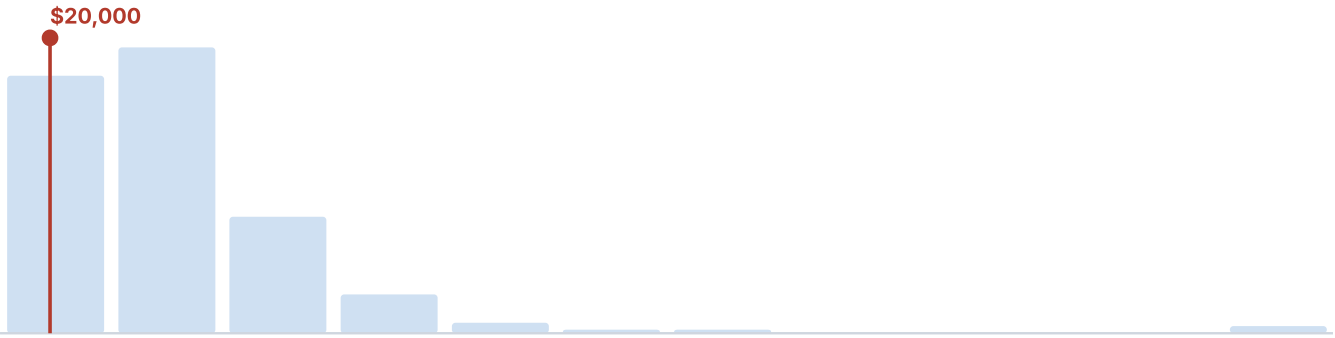
> **Benchmarked executive:** Jinseop Jang Ph D — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99).
BUDGET	Total revenue between $215,189 and $481,767 — 0.67× to 1.50× the subject's $321,178 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue.

205 organizations qualified on sector, size, and geography → **205** within the band form the benchmarked peer set.

Distribution of comparable compensation



$47 total compensation of comparable organizations → $533,057

$13,610	$30,021	$62,544	$87,800	$117,044	$20,000

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 MA 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
Affiliated Council-center For	OH	$321,336	Pres/ceo	$24,470	**$28,842**	2024
Ocean Beach School District Foundation	WA	$320,849	Administrator	$10,200	**$10,462**	2023
Citizen Outreach Foundation Inc	NV	$320,232	Vice President	$14,000	**$15,616**	2024
Bluebonnet Casa Inc	TX	$323,846	Executive Director	$64,300	**$71,577**	2024
San Leandro Education Foundation	CA	$317,348	Executive Director	$75,000	**$70,212**	2025
Wyandot Health Foundation	OH	$326,027	Treasurer	$38,648	**$45,552**	2024
Bend Ice	OR	$315,372	Director	$1,386	**$1,432**	2024
Environmental Resource Center	ID	$315,113	Executive Di	$68,428	**$81,006**	2024
Nassans Place	NJ	$328,006	Executive Director	$92,280	**$94,395**	2023
Delaware Laborers'-employers'	NJ	$328,663	Assistant Director	$171,201	**$175,125**	2023
Grand Island Regency Retirement	NE	$328,741	Executive Di	$96,741	**$115,790**	2024
Rossford Convention And Visitors Bureau	OH	$328,927	Exec Director	$53,975	**$65,496**	2023
The Master's Mission	WA	$312,909	President	$96,808	**$96,451**	2024
Lakefront Senior Residences Inc	KS	$312,721	President	$2,639	**$3,173**	2024
Hough Foundation	WA	$330,408	Executive Director	$84,941	**$87,128**	2023
South Terry Water Association Inc	MS	$330,466	Sec/ Treasurer	$15,600	**$18,836**	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Packard Group Ii	MI	$311,555	President	$18,593	**$21,356**	2024
Salem Arms Community Housing	WA	$310,832	Executive Director	$71,600	**$71,336**	2024
Fraternal Order Of Eagles	WA	$331,795	Secretary	$6,578	**$6,384**	2025
Baltimore Zionist District Inc	MD	$310,449	Executive Di	$109,000	**$113,402**	2024
Council For Drug Free Youth	MO	$333,036	Executive Dir.	$54,654	**$64,418**	2024
Pegasus Therapeutic Riding Center	CA	$307,891	Executive Dir.	$93,222	**$89,579**	2024
Na Moku Aupuni O Ko Olau Hui	HI	$334,485	President	$10,721	**$10,682**	2024
Mariposa Housing Inc	CA	$307,819	Executive Dir.	$3,602	**$3,461**	2024
Living Voices	WA	$334,859	Artistic Director	$60,000	**$59,779**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	**205** organizations. Compensation range $47–$533,057; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($321,178); for reference, expenses $337,919 and assets $4,252.
ROLE MATCH	Jinseop Jang Ph D, reported title *"PRESIDENT"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS	8 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	**16th**
Total compensation (D + F), as reported (no adjustments)	**18th**
Reportable pay only (column D), adjusted	**30th**
All sources (D + E + F), adjusted	**13th**

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 (Jinseop Jang Ph D) 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 205 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $20,000 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.