

Idaho 2 Fly Inc

Executive Director / CEO

EIN 463725570

ID · NTEE R99

FY ending 2024-10-31

June 9, 2026

This analysis benchmarks the total compensation of **Jo Ann Miracle, Executive Director / CEO** (\$17,693) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

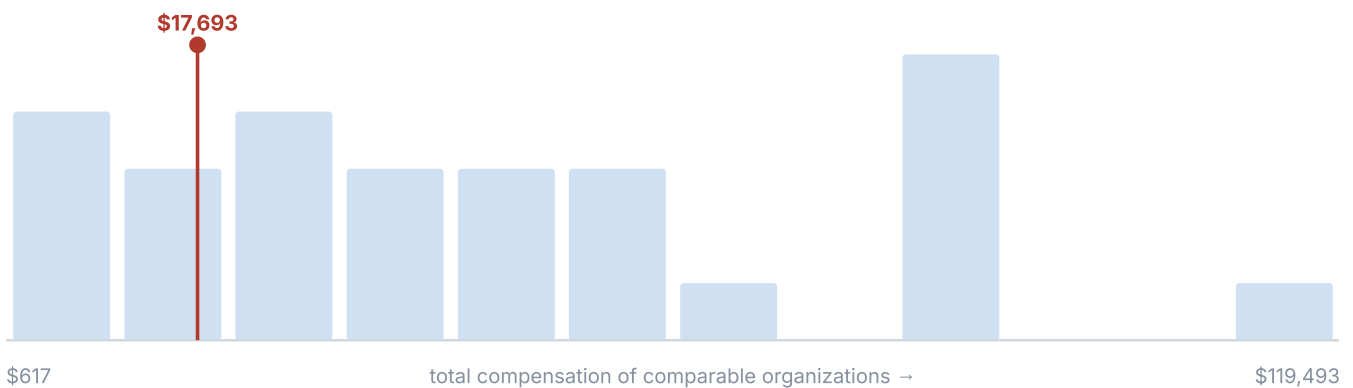
Benchmarked executive: Jo Ann Miracle — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R99).
BUDGET	Total revenue between \$102,538 and \$229,563 — 0.67x to 1.50x the subject's \$153,042 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R99), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,811	\$17,728	\$36,954	\$62,789	\$87,246	\$17,693
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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 ID 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
Center For Self Advocacy Inc	NY	\$153,213	Executive Director	\$62,258	\$52,885	2024
Mass Alliance Inc	MA	\$153,675	Executive Di	\$27,747	\$24,131	2023
Praxis Peace Institute	CA	\$151,241	President	\$40,800	\$33,118	2024
Justice League Of Greater Lansing	MI	\$157,559	President	\$5,200	\$5,045	2024
Campaign To Decriminalize Sex Work	TX	\$145,433	Political Director	\$39,299	\$36,954	2024
American Council For Evangelicals	CA	\$167,334	Outreach & Public Policy Dir.	\$55,000	\$44,645	2024
Broward Organized Leaders Doing Justice	FL	\$132,971	Lead Organizer	\$95,708	\$87,015	2023
North Carolina Family Policy	NC	\$129,563	President	\$21,058	\$20,454	2024
Norcal Poodle Rescue	CA	\$178,925	Board Chair/president	\$18,480	\$15,001	2024
Operation Liberation	MO	\$180,778	President/tr	\$46,152	\$45,951	2024
Interfaith Action For Human Rights	VA	\$183,596	Executive Director	\$40,625	\$36,873	2024
The Fund For Northern Tier Development	PA	\$114,107	Executive Director	\$56,000	\$52,496	2024
Unitarian Universalists For Social Justice	DC	\$107,475	Executive Director	\$33,456	\$28,413	2023
The Campaign To Keep Guns	NY	\$205,168	Executive Director	\$15,250	\$13,336	2023
Rhiza Inc	NY	\$206,804	Board Member & Co-founder	\$13,750	\$12,025	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Federation For Just	NY	\$207,109	President	\$77,664	\$65,971	2024
Registrars Of Voters Of Connecticut Inc	CT	\$209,488	Treasurer	\$700	\$617	2024
Milwaukee Freedom Fund Incorporated	WI	\$212,208	Eecutive Dir	\$85,115	\$86,029	2023
New York Birth Control Action Fund	NY	\$213,837	Executive Dir.	\$96,665	\$88,002	2022
Secular Coalition For America Inc	DC	\$214,141	Exec Director	\$60,656	\$50,036	2024
Iowa Center For Children's Justice	IA	\$217,376	Executive Director	\$76,325	\$80,880	2023
Black Skeptics Los Angeles	CA	\$217,917	Board Member	\$1,308	\$1,062	2024
Texas Coalition To Abolish The Death Penalty	TX	\$222,344	Executive Director	\$93,150	\$87,592	2024
Mississippi Faith Based Coalition For Community Renewal Inc	MS	\$222,524	Executive Director	\$55,300	\$59,607	2023
Sign Research Foundation	VA	\$223,203	Isa President/ceo	\$127,875	\$119,493	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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 27 organizations. Compensation range \$617–\$119,493; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$153,042); for reference, expenses \$121,340 and assets \$151,799.

ROLE MATCH Jo Ann Miracle, reported title "*SECRETARY*", 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 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	26 th
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	26 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 (Jo Ann Miracle) 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 27 similarly situated organizations (Same NTEE sector (R99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,693 is reasonable (approximately the 26th 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.