

# Community Learning Network

Executive Director / CEO

EIN 472654167

NM · NTEE B90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Nevarez, Executive Director / CEO** (\$90,000) against **every comparable organization** that fit the selection criteria — **464** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jennifer Nevarez — reported title “Executive Director”, 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 \$276,936 and \$620,007 — 0.67x to 1.50x the subject's \$413,338 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**464** organizations qualified on sector, size, and geography → **464** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,259	\$36,467	\$58,859	\$85,212	\$108,133	\$90,000
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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 NM 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="#">Loop Nola</a>	LA	\$413,277	Executive Director	\$68,863	<b>\$70,501</b>	2024
<a href="#">Rage Ministries Inc</a>	TX	\$414,272	Pres	\$110,000	<b>\$102,305</b>	2024
<a href="#">Horizons Student Opportunities And</a>	NM	\$414,493	Executive Di	\$67,038	<b>\$67,038</b>	2024
<a href="#">Pr Education Initiative Corp</a>	PR	\$416,344	Executive Dire	\$30,000	<b>\$30,886</b>	2023
<a href="#">Face It Foundation</a>	MN	\$416,612	Executive Di	\$62,500	<b>\$59,115</b>	2023
<a href="#">Clearfield Educational Foundation -</a>	PA	\$409,857	President	\$66,974	<b>\$63,931</b>	2023
<a href="#">Julia Green Extended Care Inc</a>	TN	\$417,051	Executive Di	\$100,602	<b>\$98,318</b>	2024
<a href="#">Math-m-addicts New York Inc</a>	NY	\$417,867	Program Director	\$109,920	<b>\$95,077</b>	2023
<a href="#">Enriching Education Foundation</a>	WA	\$418,489	Co-president	\$21,240	<b>\$18,202</b>	2023
<a href="#">The Meantime Coffee Company</a>	NC	\$418,584	Ceo	\$8,598	<b>\$8,260</b>	2024
<a href="#">Circle Of Sisterhood Foundation Inc</a>	NC	\$418,760	Executive Director	\$104,425	<b>\$97,733</b>	2025
<a href="#">Woven Learning And Technology</a>	CA	\$418,850	President	\$94,500	<b>\$75,869</b>	2024
<a href="#">Leadingage Michigan</a>	MI	\$407,743	President	\$40,732	<b>\$40,243</b>	2023
<a href="#">Scd Enrichment Program</a>	CO	\$406,821	Founder/executive Director	\$80,000	<b>\$73,428</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Multinational Memphis Inc</a>	TN	\$406,640	Executive Director	\$54,268	<b>\$53,036</b>	2024
<a href="#">Rideshare 2 Vote Aware</a>	TX	\$406,430	Executive Director	\$79,692	<b>\$74,117</b>	2024
<a href="#">Magnolia Global Academy For Leaders</a>	CA	\$420,262	Executive Di	\$78,334	<b>\$61,269</b>	2025
<a href="#">Domi Education Inc</a>	FL	\$406,413	Ceo	\$52,308	<b>\$47,037</b>	2023
<a href="#">The Teaching Cleveland Foundation</a>	OH	\$421,290	Executive Di	\$108,123	<b>\$106,474</b>	2024
<a href="#">Education Francaise Greater Seattle</a>	WA	\$405,135	Executive Director Until Sept 30	\$61,667	<b>\$51,332</b>	2024
<a href="#">California Foundation For History</a>	CA	\$405,028	Director	\$60,851	<b>\$48,854</b>	2024
<a href="#">Boston Preservation Alliance Inc</a>	MA	\$404,978	Executive Director	\$120,149	<b>\$103,348</b>	2023
<a href="#">Southern Athletic Association</a>	GA	\$404,958	Commissioner	\$107,358	<b>\$97,777</b>	2025
<a href="#">National Outdoor Learning Alliance</a>	ID	\$422,162	Executive Dir.	\$72,000	<b>\$71,212</b>	2024
<a href="#">The K-12 Alliance Of Michigan</a>	MI	\$404,224	Executive Director	\$180,000	<b>\$168,286</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	464 organizations. Compensation range \$697–\$417,918; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$413,338); for reference, expenses \$339,754 and assets \$850,635.
ROLE MATCH	Jennifer Nevarez, reported title " <i>Executive Director</i> ", 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	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	72 <sup>nd</sup>
Reportable pay only (column D), adjusted	81 <sup>st</sup>
All sources (D + E + F), adjusted	73 <sup>rd</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 (Jennifer Nevarez) 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 464 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,000 is reasonable (approximately the 78<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.