

Public Safety Foundation

Executive Director / CEO

EIN 475625865

MN · NTEE I21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jenifer Odette, Executive Director / CEO** (\$31,500) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Jenifer Odette — reported title “EXECUTIVE DIRECTOR/DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (I21).

BUDGET Total revenue between \$216,905 and \$485,608 — 0.67x to 1.50x the subject's \$323,739 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (I21), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography

→ **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,824	\$44,143	\$68,725	\$88,409	\$100,838	\$31,500
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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 MN 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
Aliive Roberts County Inc	SD	\$322,713	Executive Director	\$303,418	\$338,891	2024
Johnston County Youth Services Inc	NC	\$320,372	Executive Di	\$56,656	\$59,245	2024
Good Kids Mad City - Englewood	IL	\$327,251	Foundation Mgr.	\$66,667	\$66,330	2024
E3 Education Excellence & Equity	CA	\$329,664	Board Member	\$60,000	\$53,982	2023
The Brothers Redefining Opportunity Experience Fdn Inc	NY	\$335,308	Director	\$39,226	\$36,932	2023
Changing The Health Of Adolescents Impacting The Nation Reaction Inc	CA	\$308,759	Ceo	\$19,600	\$18,357	2022
Skillful Living Center Inc	TX	\$300,351	Chief Executive Office	\$85,000	\$86,049	2024
The Free Root Operation Inc	IL	\$347,806	President	\$60,865	\$60,557	2024
Rivington Housing Development Fund	NY	\$281,793	President/ed	\$61,872	\$56,582	2024
Heroes Academy Inc	KS	\$366,125	Executive Director; Thru July 2022	\$66,731	\$75,114	2023
Roosevelt Park Ministries Inc	MI	\$280,833	Executive Director	\$78,751	\$84,692	2023
Virginia Mentoring Partnership	VA	\$275,801	Executive Di	\$83,246	\$79,248	2025
Granite Falls Community Coalition & Food	WA	\$271,359	Food Bank Director	\$51,400	\$47,948	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Reimagine Justice Illinois	IL	\$378,213	Co-executive Director	\$95,264	\$94,782	2024
Saveone	TN	\$379,989	President	\$92,431	\$98,327	2024
Childrens Rescue Center Inc	OH	\$381,142	Co-president	\$37,604	\$41,498	2023
Wilmington Youth Rowing Association	DE	\$383,901	Executive Director	\$34,842	\$34,526	2024
Collective Climb	PA	\$388,511	Executive Director	\$69,713	\$70,357	2024
A Vision Of Change Incorporated	OH	\$254,025	Executive Director	\$80,400	\$88,726	2023
Asservo Project Inc	PA	\$393,666	Chairman Exec Dir	\$120,000	\$121,108	2024
Peacemaker Resources	MN	\$395,842	Executive Di	\$45,446	\$46,788	2023
New Vision Inc	TN	\$250,643	President	\$51,000	\$54,253	2024
1614-1622 Jonquil Terrace	IL	\$249,733	Executive Director/ceo	\$19,212	\$19,679	2023
Restorative Justice Partners Inc	CA	\$399,233	Executive Director	\$85,365	\$72,677	2025
Unmask Youth Program	PA	\$402,893	Founder/board Member	\$100,000	\$103,904	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 39 organizations. Compensation range \$13,250–\$338,891; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$323,739); for reference, expenses \$255,832 and assets \$678,675.
ROLE MATCH	Jenifer Odette, reported title "EXECUTIVE DIRECTOR/DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	8 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 (Jenifer Odette) 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 39 similarly situated organizations (Same NTEE sector (I21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,500 is reasonable (approximately the 13th 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.