

Deep Time Journey Network

Executive Director / CEO

This analysis benchmarks the total compensation of **Jennifer Morgan, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **219** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Jennifer Morgan — 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 (Q33).

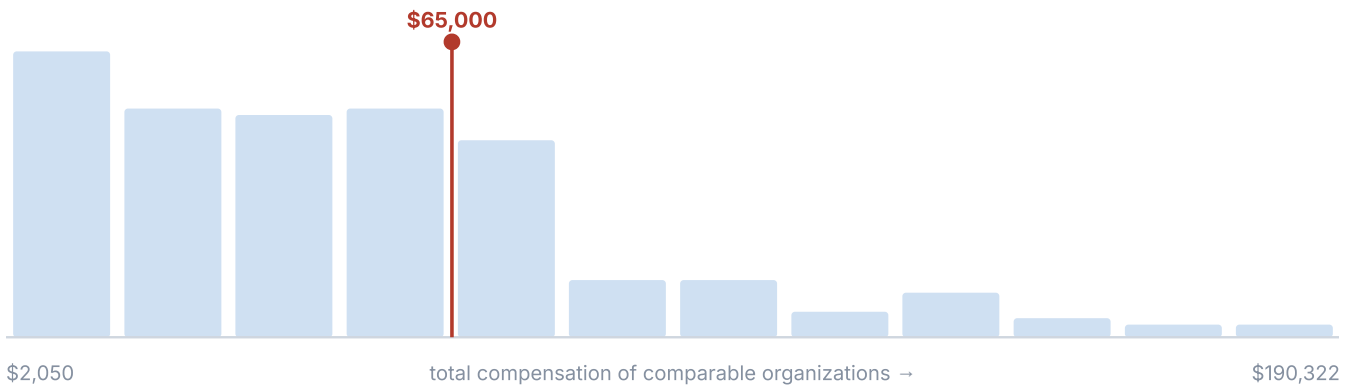
BUDGET Total revenue between \$213,242 and \$477,408 — 0.67x to 1.50x the subject's \$318,272 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

219 organizations qualified on sector, size, and geography

→ **219** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,144

\$24,666

\$45,107

\$69,411

\$101,541

\$65,000



● 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 NJ 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
Hope Filled Hearts 4 Africa Inc	CA	\$318,590	President	\$12,000	\$11,606	2024
Beyond The Orphanage Foundation Inc	VT	\$316,581	Chief Executive Officer	\$29,621	\$33,393	2024
Medreach Inc	AL	\$316,399	Sec/treasure	\$2,203	\$2,744	2023
Guatemala Deaf Ministries	CA	\$321,509	Vice President	\$32,875	\$31,795	2024
She Is More Than Inc	FL	\$315,034	Executive Director	\$40,354	\$43,714	2023
Adopt A Family Foundation	CA	\$314,408	Ceo/chair	\$6,000	\$5,803	2024
Airline Ambassadors International Inc	NY	\$322,945	Vice Chairman, Secretary	\$15,000	\$15,181	2024
Leaving A Positive Legacy Inc	FL	\$322,984	Executive Director (Former)	\$65,300	\$70,737	2023
Helping Oppressed People Everywhere	TX	\$323,194	Director	\$57,313	\$66,109	2023
Could You	NY	\$324,148	Ceo	\$71,000	\$71,858	2024
Give Hope 2 Kids	MN	\$326,129	President & Ceo	\$22,815	\$25,995	2023
Develop Sustainability	OR	\$326,257	Director	\$46,800	\$50,115	2023
Edens Rose Foundation	NY	\$310,108	Executive Director	\$68,312	\$69,137	2024
Gathering Hearts For Honduras	OK	\$309,467	President	\$42,000	\$51,798	2024
Future Generation International	SC	\$327,203	Found	\$4,250	\$4,966	2024
Segner Ministries Inc	TX	\$327,437	Executive Dir.	\$50,595	\$56,685	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Champions In Action Inc	TX	\$309,045	Board Chairm	\$10,000	\$11,204	2024
Alterna Inc	GA	\$327,529	Executive Dir.	\$11,649	\$13,506	2023
Inventions For Good Inc	NC	\$309,009	Executive Director	\$13,500	\$15,623	2024
Field Of Hope	IA	\$308,965	Executive Director	\$66,500	\$83,961	2023
Global Hope	TX	\$308,463	Executive Director	\$117,034	\$131,121	2024
Mission House Partners International Inc	GA	\$328,385	Executive Director	\$33,500	\$38,840	2023
World Of Difference Inc	UT	\$328,540	Director	\$100,000	\$114,632	2024
Faith Hope And Charity Inc	CA	\$329,606	Secretary/treasurer	\$25,200	\$25,091	2023
30 Hearts	OH	\$329,668	Chair	\$61,992	\$75,712	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	219 organizations. Compensation range \$2,050–\$190,322; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$318,272); for reference, expenses \$157,387 and assets \$310,952. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jennifer Morgan, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 10 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	71 st
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	70 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 (Jennifer Morgan) 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 219 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 71st 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.