PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

East Baton Rouge Truancy

Executive Director / CEO

EIN **721497832**
LA · NTEE I21
FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Jennie Ponder, Executive Director / CEO** ($89,800) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 83rd percentile of comparable organizations

within the typical range

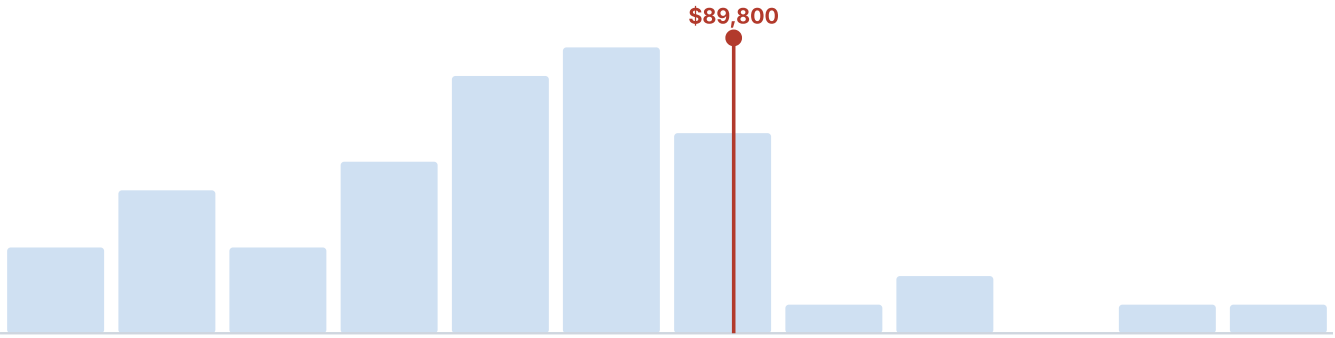
> **Benchmarked executive:** Jennie Ponder — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I21).
BUDGET	Total revenue between $324,119 and $725,641 — 0.67× to 1.50× the subject's $483,761 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I21), nationwide + budget 0.67–1.5× revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



$11,890 — total compensation of comparable organizations → — $153,565

$28,696	$48,431	$68,165	$82,960	$93,669	$89,800

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 LA 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
New Light Community Resource Foundation	SC	$489,433	Executive Director	$18,500	**$17,527**	2024
Brother Carl Hardrick Institute For	CT	$473,644	President	$103,968	**$88,528**	2024
Tri-agency Intervention Inc	KS	$494,131	Executive Director	$89,273	**$90,174**	2023
Calvary Community Outreach Network	MO	$472,490	Executive Director/ceo	$26,601	**$25,587**	2024
Dupage County Area Project Inc	IL	$508,763	Executive Director	$79,982	**$71,410**	2024
Save Our Youth	CA	$510,572	Executive Director	$94,507	**$76,300**	2023
Court Appointed Special Advocates	CA	$449,269	Executive Director	$76,387	**$61,671**	2023
Mustard Seed Project	NC	$448,990	President	$32,000	**$30,028**	2024
Hollywood Police Activities League	CA	$522,167	Executive Di	$117,381	**$92,049**	2024
Three Sisters Gardens	NV	$442,200	Ceo	$104,000	**$94,672**	2024
Children's Advocacy Center Of The First	TN	$531,335	Executive Director	$57,060	**$53,065**	2025
Restoration Outreach Programs	CO	$531,686	Executive Director	$76,880	**$68,925**	2023
South Central Indiana Community Resources Inc	IN	$533,148	President Executive Director	$26,264	**$25,153**	2024
Police And Kids Foundation Inc	FL	$427,255	President	$90,000	**$79,050**	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Urbanpromise Honduras Inc	TN	$424,978	Executive Director	$76,563	**$75,245**	2023
The Bridge Ministry Center	MI	$424,808	Executive Di	$87,829	**$84,760**	2023
Restoration Generation Inc	SD	$543,514	President	$138,901	**$139,216**	2024
Keene Housing Kids Collaborative	NH	$548,684	Executive Director	$86,648	**$72,659**	2024
Atwood Elder Housing Inc	MA	$416,558	President/treasurer	$14,570	**$11,890**	2024
Girls On The Run Michiana	IN	$554,689	Executive Director	$72,382	**$69,320**	2024
Youth Odyssey Inc	TX	$560,374	Executive Director	$60,000	**$54,506**	2024
Books Over Balls	IL	$405,059	Chief Executive Office	$59,020	**$54,250**	2023
Unmask Youth Program	PA	$402,893	Founder/board Member	$100,000	**$93,239**	2023
Restorative Justice Partners Inc	CA	$399,233	Executive Director	$85,365	**$65,217**	2025
Peacemaker Resources	MN	$395,842	Executive Di	$45,446	**$41,986**	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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	**48** organizations. Compensation range $11,890–$153,565; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($483,761); for reference, expenses $488,586 and assets $42,406.

ROLE MATCH	Jennie Ponder, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	**83rd**
Total compensation (D + F), as reported (no adjustments)	**75th**
Reportable pay only (column D), adjusted	**85th**
All sources (D + E + F), adjusted	**81st**

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 (Jennie Ponder) 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 48 similarly situated organizations (Same NTEE sector (I21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $89,800 is reasonable (approximately the 83rd 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.