

Jeremiah 2911 Inc

Executive Director / CEO

EIN 742895639

CO · NTEE T30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Julia Valentine, Executive Director / CEO** (\$175,000) against **every comparable organization** that fit the selection criteria — **186** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

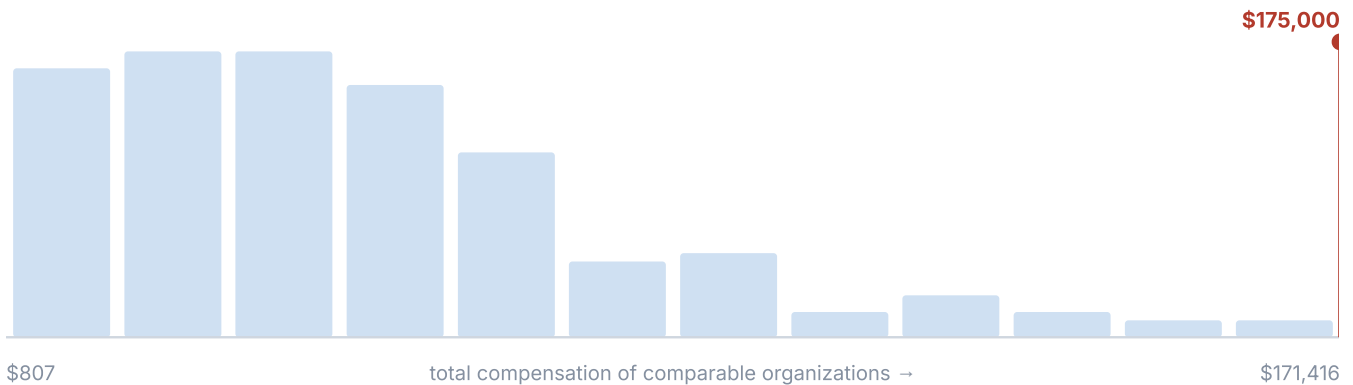
Benchmarked executive: Julia Valentine — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

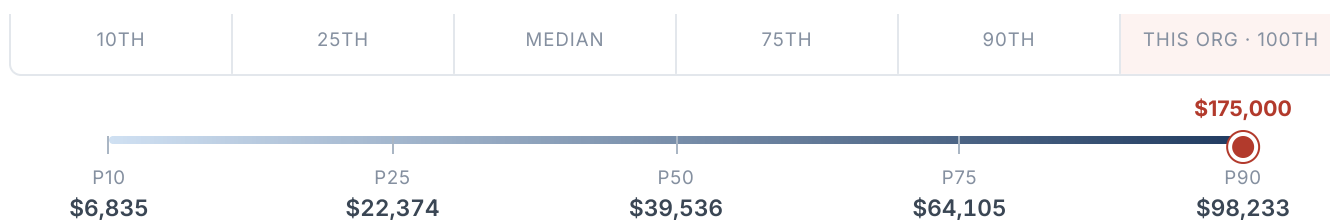
SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$142,734 and \$319,554 — 0.67x to 1.50x the subject's \$213,036 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

186 organizations qualified on sector, size, and geography → **186** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,835	\$22,374	\$39,536	\$64,105	\$98,233	\$175,000
---------	----------	----------	----------	----------	-----------



■ 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 CO 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
Trulight Ministries	OH	\$212,911	President/ex	\$19,248	\$21,261	2024
The Power Of Play Charitable Fund	NC	\$213,405	Execuive Director	\$50,000	\$53,879	2024
Great Strides Long Island Inc	NY	\$212,536	Executive Director	\$16,800	\$15,832	2024
Lawrence Township Education Foundation	NJ	\$212,194	Executive Director (7/1/23 - 2/29/24)	\$52,500	\$48,884	2024
Wounded Heroes Of America	CA	\$214,144	President & Ceo	\$75,000	\$67,540	2024
Good Bourbon For A Good Cuase	TX	\$211,739	Director/president	\$24,398	\$25,452	2024
Main Street Barberton Inc	OH	\$211,497	Executive Di	\$65,834	\$72,719	2024
Long Island Community Chest Inc	NY	\$211,429	Executive Director	\$30,000	\$28,271	2024
Oklahoma Blood Institute Foundation	OK	\$211,405	President & Ceo	\$85,934	\$98,683	2024
Friends Of Dangberg Home Ranch	NV	\$210,976	Executive Director	\$57,386	\$59,989	2024
Asi - Austin Texas Inc	MN	\$215,876	President/tr	\$65,715	\$69,719	2023
Women's Fund Of Greater Chattanooga	TN	\$216,100	Executive Director	\$87,604	\$96,033	2024
White Swan Foundation Inc	VT	\$216,456	Executive Director	\$47,375	\$49,729	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Muscatine Chamber Of Commerce	IA	\$209,493	President/ce	\$3,906	\$4,345	2025
Liberty County Manna House	GA	\$216,787	Director	\$43,000	\$46,422	2023
De Marchena-huyke Foundation	CA	\$208,537	President & Ceo	\$24,000	\$21,055	2025
Donald Driver Foundation Inc	WI	\$218,513	Vice President/treasurer	\$32,633	\$36,592	2023
Madav XVII Foundation	OH	\$218,568	President/trustee	\$54,292	\$61,741	2023
Tallahassee Action Grants	FL	\$207,411	Executive Director	\$40,000	\$39,188	2024
Chatfield Firefighters Activities Associ	MN	\$219,515	President	\$1,000	\$1,030	2024
Public Health Fund Of Ohio	OH	\$219,629	President/secretary (Start 07/24)	\$12,174	\$13,447	2024
Wilson Medical Center Foundation	KS	\$219,886	Executive Director (Thru March 2024)	\$3,600	\$4,056	2024
Foundation For Dubuque Public Schools	IA	\$205,992	Exec. Director As Of Jun 2023	\$32,939	\$38,724	2023
Shane Mcconkey Foundation	CA	\$220,153	President	\$50,000	\$45,027	2024
Heads Hearts & Hands Of Heartland Inc	FL	\$205,501	Ceo/executive Director	\$24,500	\$25,725	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	186 organizations. Compensation range \$807–\$171,416; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$213,036); for reference, expenses \$328,492 and assets \$552,171. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Julia Valentine, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	49 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	100 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	82 nd

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 (Julia Valentine) 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 186 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$175,000 is reasonable (approximately the 100th 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.