

# Monster Education Foundation Nfp

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Chang, Executive Director / CEO** (\$7,200) against **every comparable organization** that fit the selection criteria — **118** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

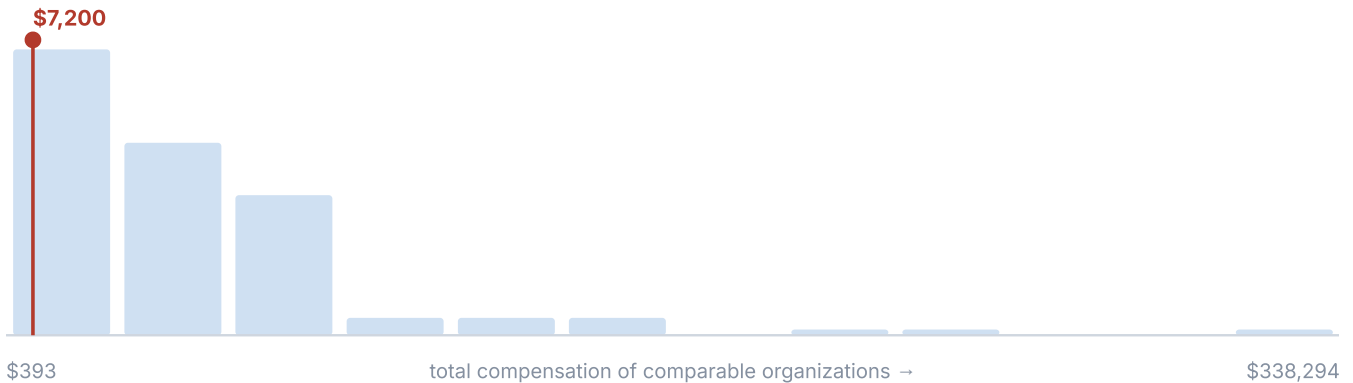
**Benchmarked executive:** Jennifer Chang — reported title “Executive Director- President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$91,556 and \$204,976 — 0.67x to 1.50x the subject's \$136,651 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

**118** organizations qualified on sector, size, and geography → **118** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,228	\$13,571	\$36,072	\$62,036	\$87,681	\$7,200
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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 IL 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="#">Laborers' Local 300 Scholarship Fund</a>	CA	\$136,560	Chairman/trustee	\$163,840	<b>\$143,906</b>	2024
<a href="#">Yuda Bands</a>	UT	\$136,783	Secretary	\$28,500	<b>\$29,670</b>	2024
<a href="#">Centennial Education Foundation</a>	PA	\$137,344	Executive Director	\$16,154	<b>\$16,386</b>	2024
<a href="#">Oregon Education Assoc Foundation</a>	OR	\$138,017	Oea President	\$33,341	<b>\$31,494</b>	2024
<a href="#">Baptist Medical Dental Fellowship</a>	AL	\$134,845	Executive Dir.	\$54,000	<b>\$61,093</b>	2023
<a href="#">Police Benevolent Associaton</a>	FL	\$134,541	President	\$11,611	<b>\$11,423</b>	2023
<a href="#">St Ursula Academy Scholarship Granting</a>	OH	\$134,005	President	\$16,697	<b>\$17,988</b>	2024
<a href="#">Entrepreneurs Scholarship Program</a>	TX	\$132,075	Director	\$375	<b>\$393</b>	2023
<a href="#">Educate Lanka Foundation Inc</a>	MD	\$141,292	Executive Director	\$126,000	<b>\$119,821</b>	2024
<a href="#">Olentangy Education Foundation</a>	OH	\$141,530	Executive Di	\$41,730	<b>\$44,957</b>	2024
<a href="#">Namic Mutual Insurance Foundation</a>	IN	\$131,399	Executive Di	\$41,231	<b>\$44,227</b>	2024
<a href="#">Alpha Educational Foundation-ddl Inc</a>	FL	\$130,244	Executive Director	\$23,600	<b>\$22,551</b>	2024
<a href="#">South Dakota Retailers Association</a>	SD	\$129,954	Executive Di	\$20,203	<b>\$22,680</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">William Paul Hatfield Scholarship Trust</a>	MO	\$129,818	Trustee	\$48,615	<b>\$52,375</b>	2024
<a href="#">Hardrock Hundred Endurance Run</a>	CO	\$143,862	Event Director, Ex Officio	\$3,000	<b>\$2,926</b>	2024
<a href="#">Oregon Turfgrass Foundation</a>	OR	\$129,438	Executive Director	\$12,991	<b>\$12,271</b>	2024
<a href="#">The Weinreb-berenda-carter Foundation Inc</a>	NY	\$144,674	Secy-treas./director	\$23,000	<b>\$21,140</b>	2024
<a href="#">Stanley Scholarship Funds Inc</a>	ND	\$127,935	President	\$2,900	<b>\$3,237</b>	2024
<a href="#">Pennsylvania Pharmacists</a>	PA	\$145,417	Secretary/tr	\$12,566	<b>\$13,123</b>	2023
<a href="#">Mahoning Valley College Access</a>	OH	\$127,712	Executive Director	\$64,708	<b>\$69,713</b>	2024
<a href="#">The Grandville Education Foundation</a>	MI	\$145,647	Exec Directo	\$15,250	<b>\$15,598</b>	2025
<a href="#">Misa Foundation</a>	VA	\$127,195	President	\$63,240	<b>\$62,110</b>	2024
<a href="#">National Guard Youth Foundation</a>	DC	\$146,358	President	\$10,000	<b>\$8,696</b>	2025
<a href="#">St Louis Association Of Credit</a>	IL	\$126,306	President	\$24,402	<b>\$23,773</b>	2025
<a href="#">Lincoln County Rotary Student</a>	NC	\$147,759	Director	\$36,846	<b>\$38,725</b>	2024

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

## ● Sample, role match & sensitivity

PEER COUNT	118 organizations. Compensation range \$393–\$338,294; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$136,651); for reference, expenses \$64,881 and assets \$416,895. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Jennifer Chang, reported title " <i>Executive Director- President</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	6 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	10 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	10 <sup>th</sup>
Reportable pay only (column D), adjusted	50 <sup>th</sup>
All sources (D + E + F), adjusted	8 <sup>th</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 Chang) 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 118 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$7,200 is reasonable (approximately the 10<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.