

# Joseph's House Holding Corporation

Executive Director / CEO

EIN 832304697

NJ · NTEE A01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Colandra Coleman, Executive Director / CEO** (\$136,362) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

**Benchmarked executive:** Colandra Coleman — reported title "EXECUTIVE DIR.", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A01).

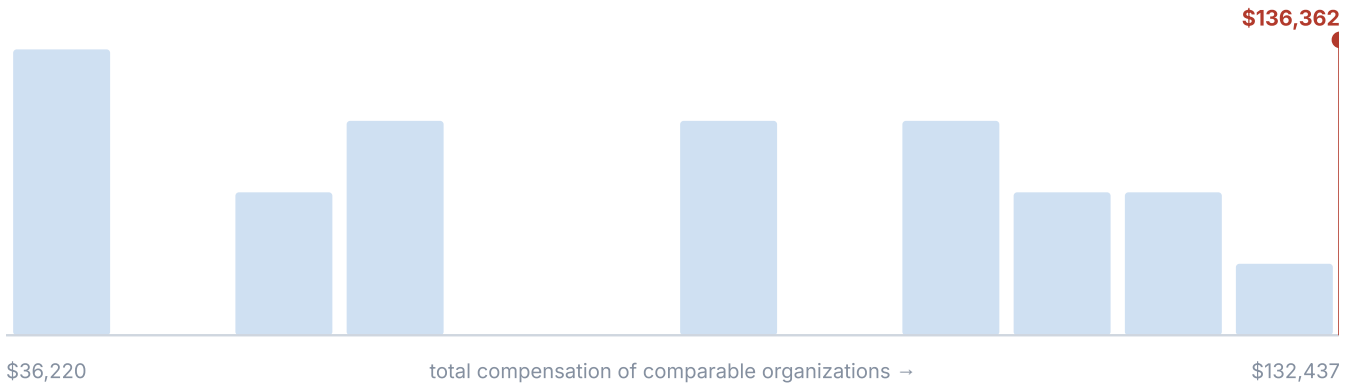
**BUDGET** Total revenue between \$270,014 and \$604,509 — 0.67x to 1.50x the subject's \$403,006 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A01), nationwide + budget 0.67–1.5x revenue.

**20** organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$39,796	\$56,988	\$86,706	\$107,155	\$116,990	\$136,362
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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 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
<a href="#">Arc Of The Central Mountains</a>	CO	\$415,334	Executive Director	\$112,653	<b>\$120,985</b>	2024
<a href="#">South Jersey Cultural Alliance</a>	NJ	\$388,800	Executive Dir.	\$85,971	<b>\$85,971</b>	2024
<a href="#">Treasure House Of Hope</a>	CO	\$429,501	Executive Director	\$101,000	<b>\$108,470</b>	2024
<a href="#">The Ella Project</a>	LA	\$368,492	Co Founder	\$94,500	<b>\$116,546</b>	2024
<a href="#">Walls Turned Sideways Nfp</a>	IL	\$439,914	Director/co-ed	\$40,137	<b>\$43,056</b>	2025
<a href="#">Art Of The Cowgirl Foundation</a>	MT	\$361,093	Executive Dir.	\$30,000	<b>\$36,220</b>	2024
<a href="#">The Intentional Man Project</a>	CA	\$464,458	Executive Director	\$111,000	<b>\$104,586</b>	2025
<a href="#">Free Mom Hugs Inc</a>	OK	\$485,810	Executive Director	\$91,335	<b>\$112,643</b>	2024
<a href="#">Naturist Society Foundation Inc</a>	WI	\$318,007	Editor And Executive Director	\$52,920	<b>\$63,729</b>	2023
<a href="#">The Mahogany Project</a>	TX	\$491,200	Director	\$92,518	<b>\$106,716</b>	2023
<a href="#">Utah Cultural Alliance Foundation</a>	UT	\$493,367	Executive Dir.	\$59,063	<b>\$67,705</b>	2024
<a href="#">Second Chance Dv Sa Shelter</a>	AR	\$495,781	Executive Di	\$52,618	<b>\$66,244</b>	2024
<a href="#">North Atlantic Arts Alliance</a>	ME	\$496,692	Executive Director	\$50,000	<b>\$57,733</b>	2023
<a href="#">Ohio Alliance For Arts Education</a>	OH	\$519,143	Executive Di	\$87,200	<b>\$103,443</b>	2024
<a href="#">Black Lives Matter Paterson</a>	NJ	\$522,264	Ceo	\$40,000	<b>\$40,000</b>	2024
<a href="#">St Louis Arts Chamber Of Commerce</a>	MO	\$525,000	Treasurer	\$32,000	<b>\$37,961</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Young Latino Network</a>	OH	\$535,465	Executive Dir.	\$71,596	<b>\$87,441</b>	2023
<a href="#">West Virginia Alliance Of Recovery</a>	WV	\$541,067	Executive Director	\$73,757	<b>\$89,445</b>	2024
<a href="#">Hands Healing Hearts Inc</a>	KY	\$596,422	Executive Director	\$45,500	<b>\$54,751</b>	2024
<a href="#">Arabia Mountain Heritage Area Alliance</a>	GA	\$603,041	Executive Dir.	\$117,600	<b>\$132,437</b>	2024

**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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 20 organizations. Compensation range \$36,220–\$132,437; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$403,006); for reference, expenses \$0 and assets \$464,682. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Colandra Coleman, reported title "*EXECUTIVE DIR.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>100<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>100<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>0<sup>th</sup></b>

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All sources (D + E + F), adjusted

100<sup>th</sup>

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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

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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 (Colandra Coleman) 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 20 similarly situated organizations (Same NTEE sector (A01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$136,362 is reasonable (approximately the 100<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.