

Replanted Ministry

Executive Director / CEO

This analysis benchmarks the total compensation of **Jenn Hook, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

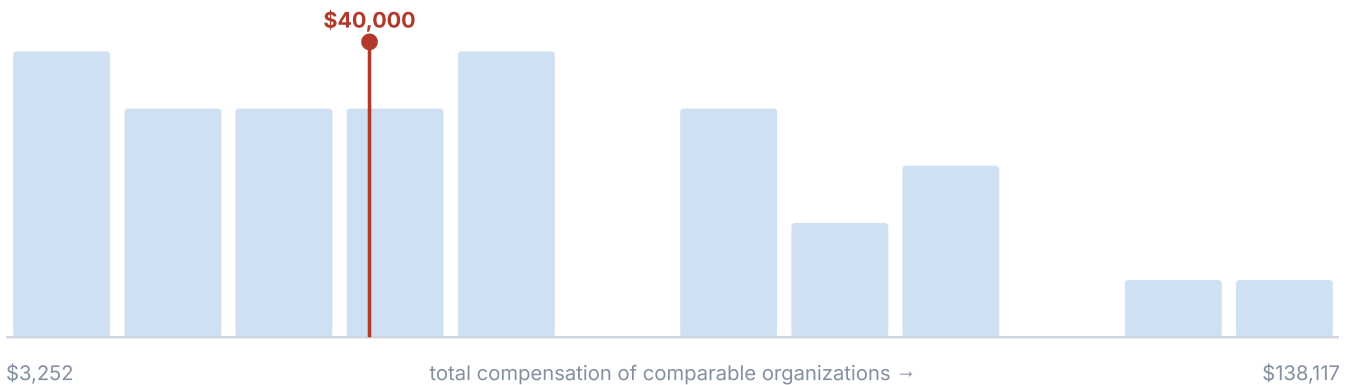
Benchmarked executive: Jenn Hook — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T99).
BUDGET	Total revenue between \$158,636 and \$355,156 — 0.67x to 1.50x the subject's \$236,771 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T99), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,005	\$24,311	\$46,773	\$75,453	\$97,495	\$40,000
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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 TX 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
Liv Like A Unicorn	NJ	\$238,307	President & Ceo	\$24,000	\$22,054	2023
Operation True North	TX	\$231,825	Executive Dir.	\$51,637	\$51,637	2024
Erasmus Neighborhood Federation Inc	NY	\$241,786	Executive Director	\$57,512	\$50,614	2025
Maeday Rescue Inc	CA	\$248,382	President	\$54,184	\$46,773	2024
St Ann's Of Greater Rochester Inc	NY	\$224,599	President/ceo	\$78,615	\$71,017	2024
Abbas House	WY	\$223,095	Ceo	\$36,717	\$39,305	2024
Responsibility	CA	\$222,654	Executive Dir.	\$160,000	\$138,117	2024
Rebuilding Together- Anne Arundel	MD	\$253,648	Executive Director	\$43,077	\$40,260	2024
Opportunity Living Foundation	IA	\$216,595	Chief Executive Officer	\$10,609	\$11,613	2024
Kelly Cares Foundation	IN	\$260,576	Director Of Finance/treasurer	\$93,414	\$98,480	2024
Tma Properties Foundation Inc	FL	\$261,549	President	\$9,129	\$8,353	2025
Cedar Hill Cemetery Foundation Inc	CT	\$261,678	Executive Director	\$39,643	\$37,158	2024
Mercy Health Care Foundation	IA	\$210,723	President & Ceo Chi Health	\$29,391	\$33,121	2023
Philanthropy West Virginia Inc	WV	\$266,148	Pres. & Ceo (Ex-officio)	\$46,738	\$50,589	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wings Educational Foundation	MO	\$267,115	Secretary	\$4,420	\$4,559	2025
Penn-harris Madison Educational	IN	\$206,063	Executive Director	\$48,431	\$52,566	2023
Evanstonskokie District 65 Educational	IL	\$267,731	Executive Director	\$95,191	\$93,555	2024
Oak Harbor Educational Foundation	WA	\$201,511	Executive Director	\$40,013	\$36,871	2023
Futerman Supporting Foundation Inc	NY	\$198,507	Secretary	\$30,887	\$27,902	2024
Vermont Ski Museum Inc	VT	\$196,198	Executive Di	\$74,139	\$76,803	2023
Manchester Bidwell Development Trust	PA	\$196,004	President & Ceo	\$55,356	\$55,186	2024
Texas Nursery And Landscape Association Foundation	TX	\$182,483	Executive Director	\$17,738	\$17,738	2024
Hamilton Education Foundation Inc	WI	\$294,433	Co-executive Director	\$4,333	\$4,657	2023
Brighter Journeys	PA	\$178,611	President	\$32,500	\$33,357	2023
American Friends Of Action	PA	\$300,229	Program Dire	\$75,686	\$75,453	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	33 organizations. Compensation range \$3,252–\$138,117; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$236,771); for reference, expenses \$321,103 and assets \$245,008.
ROLE MATCH	Jenn Hook, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	45 th
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	27 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 (Jenn Hook) 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 33 similarly situated organizations (Same NTEE sector (T99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 45th 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.