

Phillips County Family Education Services

Executive Director / CEO

EIN 841363471

CO · NTEE B92

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Linda Jelden, Executive Director / CEO** (\$23,000) against **every comparable organization** that fit the selection criteria — **303** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

Benchmarked executive: Linda Jelden — 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 (B92).

BUDGET Total revenue between \$44,512 and \$99,654 — 0.67x to 1.50x the subject's \$66,436 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

303 organizations qualified on sector, size, and geography → **303** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,710	\$9,180	\$25,444	\$47,359	\$79,223	\$23,000
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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 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
Eastern New Mexico University Ruidoso Foundation	NM	\$66,380	Executive Director	\$62,602	\$72,077	2024
Y On Earth Community	CO	\$66,326	Executive Director	\$21,800	\$22,377	2024
Maxmath Tutoring Online Inc Indiana Branch	IN	\$66,114	Ceo	\$5,200	\$5,871	2024
Open Gate Inc	CA	\$66,080	Executive Dir.	\$31,800	\$31,503	2022
Maryland School For Jewish Education	MD	\$65,942	President & Secretary	\$1,390	\$1,355	2025
The Peak School Inc	AZ	\$65,820	President Ceo	\$114,968	\$121,857	2023
Maxmath Tutoring Online A Nj Nonprofit Corporation	NJ	\$65,656	Ceo	\$5,188	\$4,958	2024
Bill And Vieve Gore Endowment Fund	UT	\$67,313	Trustee	\$123,960	\$139,823	2023
National Coalition For Community Capital	NC	\$67,437	Director Of Ops	\$63,646	\$70,398	2024
Up Real Estate Inc	KY	\$67,566	President	\$34,763	\$39,981	2024
Chesterton Academy Of Saint Margaret Clitherow	TN	\$67,797	Headmaster	\$32,500	\$36,570	2024
Denver Christian Schools Foundation Inc	CO	\$67,909	Head Of School	\$17,985	\$19,006	2023
Building Up Steam Inc	GA	\$64,917	President	\$15,575	\$16,764	2024
Illinois Association For Gifted Children	IL	\$64,840	Executive Director	\$26,265	\$26,929	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mbbs-us Inc	CA	\$64,801	University President (Part Year)	\$38,809	\$36,933	2023
Ohio Nurses Association Foundation	OH	\$68,257	Ceo	\$32,257	\$37,653	2023
Cardinal Education Foundation Inc	TX	\$64,486	President	\$16,005	\$17,138	2024
Washington Orthodontic Alumni Assoc	WA	\$64,424	Executive Assistant	\$5,641	\$5,566	2023
American Design Drafting Association	TN	\$68,515	Programs Manager	\$31,200	\$35,107	2024
United Food And Commercial Workers	OH	\$68,518	Trustee	\$34,141	\$38,709	2024
Honorable Character	TX	\$64,308	Director	\$990	\$1,060	2024
Maxmath Tutoring Online Inc Alabama Branch	AL	\$68,672	Ceo	\$5,188	\$6,000	2024
Wichita Falls Prca Rodeo Association	TX	\$64,067	President	\$5,000	\$5,354	2024
Latitude Education	CA	\$64,000	Chief Executive Officer	\$211,667	\$195,656	2024
S T A R S Mentoring Program	OR	\$68,978	President And Ed	\$21,800	\$21,672	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO cost of living and 2025 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	303 organizations. Compensation range \$161–\$356,023; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$66,436); for reference, expenses \$72,242 and assets \$458,082.
ROLE MATCH	Linda Jelden, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	81 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	48 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	41 st

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 (Linda Jelden) 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 10, 2026, comparing compensation against 303 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,000 is reasonable (approximately the 48th 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 10, 2026.