

# Kentucky Financial Empowerment

Executive Director / CEO

EIN 843265189  
 KY · NTEE B01  
 FY ending 2023-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Jennifer Inman, Executive Director / CEO** (\$95,000) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Jennifer Inman — 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 (B01).

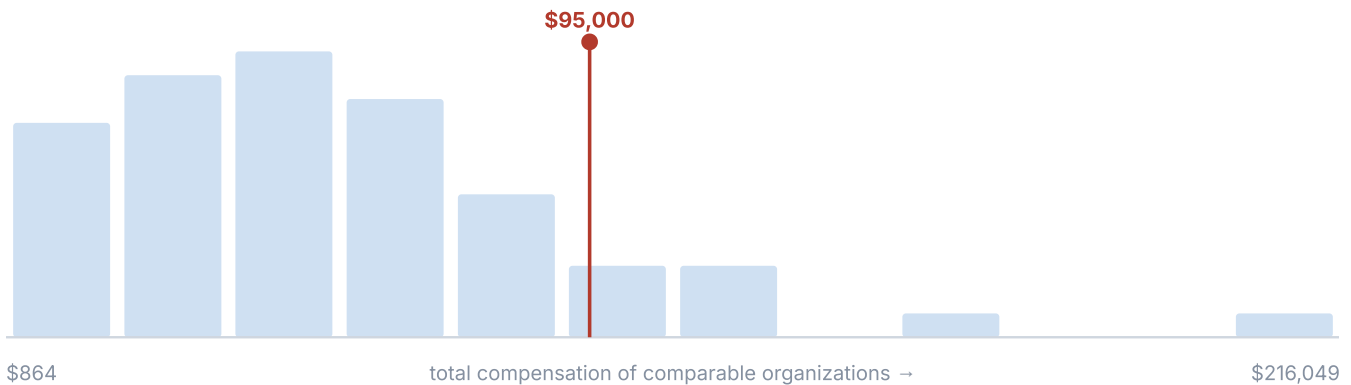
**BUDGET** Total revenue between \$133,176 and \$298,156 — 0.67x to 1.50x the subject's \$198,771 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B01), nationwide + budget 0.67–1.5x revenue.

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

→ **56** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,149	\$23,947	\$47,319	\$71,167	\$93,281	\$95,000
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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 KY 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="#">Indiana Urban Schools Assoc li Inc</a>	IN	\$201,525	Executive Director	\$95,750	<b>\$91,288</b>	2024
<a href="#">Pde Action</a>	VA	\$205,000	Executive Director	\$8,876	<b>\$7,748</b>	2024
<a href="#">Bli Learning Labs Incorporated</a>	FL	\$205,474	Executive Director	\$44,978	<b>\$37,215</b>	2025
<a href="#">Iowa Association Of Christian Schools</a>	IA	\$205,486	Executive Director	\$60,000	<b>\$57,863</b>	2025
<a href="#">Frontline Policy Action Inc</a>	GA	\$209,827	President	\$31,106	<b>\$29,112</b>	2023
<a href="#">South Carolina First Steps To</a>	SC	\$211,612	Executive Di	\$62,000	<b>\$60,204</b>	2023
<a href="#">Maine Donor Alliance Fund</a>	ME	\$215,743	Executive Director	\$35,000	<b>\$32,621</b>	2023
<a href="#">Es Of Choice</a>	GA	\$216,046	Director	\$950	<b>\$864</b>	2024
<a href="#">Law And Public Safety Education</a>	GA	\$217,301	Treasurer	\$95,233	<b>\$89,127</b>	2023
<a href="#">The American Lyceum</a>	VA	\$218,680	President	\$167,115	<b>\$150,188</b>	2023
<a href="#">South Carolina First Steps To</a>	SC	\$221,612	Executive Di	\$57,083	<b>\$55,429</b>	2023
<a href="#">South Carolina First Steps To</a>	SC	\$227,937	Ed Through 4	\$61,759	<b>\$59,970</b>	2023
<a href="#">Folk Education Services</a>	WA	\$229,297	Director	\$21,125	<b>\$17,099</b>	2024
<a href="#">Delaware Coalition Against Gun Violence</a>	DE	\$166,353	Executive Director	\$54,444	<b>\$48,196</b>	2024
<a href="#">Allison Rose Foundation</a>	OH	\$165,161	Executive Director	\$25,000	<b>\$23,939</b>	2024
<a href="#">Escucha Mi Voz Iowa</a>	IA	\$234,190	Co-director	\$49,979	<b>\$49,474</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Aakoma Project Inc</a>	VA	\$161,468	President	\$247,500	<b>\$216,049</b>	2024
<a href="#">Oshkosh Chamber Of Commerce Foundation</a>	WI	\$159,582	Ceo / Secretary	\$8,370	<b>\$7,903</b>	2024
<a href="#">Native Health In Native Hands</a>	CA	\$157,393	President	\$31,800	<b>\$25,559</b>	2023
<a href="#">South Carolina First Steps To</a>	SC	\$240,260	Executive Di	\$21,173	<b>\$20,560</b>	2023
<a href="#">Our Dyslexic Children Inc</a>	OH	\$156,599	President	\$10,000	<b>\$9,858</b>	2023
<a href="#">Lone Star Clean Fuels Alliance</a>	TX	\$155,544	Executive Director	\$74,888	<b>\$69,726</b>	2023
<a href="#">Minnesota Leadership Council On Aging</a>	MN	\$242,300	President	\$88,000	<b>\$76,587</b>	2025
<a href="#">Cyber Texas Foundation Inc</a>	TX	\$243,071	Executive Director/secretary	\$20,323	<b>\$18,379</b>	2024
<a href="#">Massachusetts Assoc Of Regional</a>	MA	\$154,204	Executive Di	\$24,000	<b>\$18,996</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY cost of living and 2023 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 KY 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	56 organizations. Compensation range \$864–\$216,049; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$198,771); for reference, expenses \$188,978 and assets \$451,652.
ROLE MATCH	Jennifer Inman, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	88 <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 Inman) 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 56 similarly situated organizations (Same NTEE sector (B01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,000 is reasonable (approximately the 91<sup>st</sup> 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.