

Bluebonnet Home Scholars Collaborative

Executive Director / CEO

EIN 843352761
 TX · NTEE B99
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Hartenburg, Executive Director / CEO** (\$12,060) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Jennifer Hartenburg — reported title “CHAIR OF BOARD OF DIRECTORS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B99).

BUDGET Total revenue between \$332,697 and \$744,846 — 0.67x to 1.50x the subject's \$496,564 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99) + TX + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,154

\$38,376

\$59,444

\$99,725

\$125,591

\$12,060



■ 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
International Alliance For Christian Education Nfp	TX	\$483,589	President	\$100,000	\$105,678	2023
Acpa Research & Education Foundation	TX	\$480,585	Acpa President	\$33,724	\$34,616	2024
Vocation Ministry	TX	\$477,577	President	\$84,167	\$88,946	2023
Housecon	TX	\$473,937	Program Director	\$57,413	\$60,673	2023
Elevate Dallas	TX	\$461,045	Executive Di	\$22,300	\$22,890	2024
Hispanic-american Assoc Of E T	TX	\$538,860	Executive Director	\$41,600	\$41,600	2025
Catch The Next Inc	TX	\$443,997	Ceo	\$100,223	\$105,913	2023
Houston Metropolitan Dance Center Inc	TX	\$550,243	Executive Director	\$40,579	\$41,653	2024
Midway Isd Education Foundation Inc	TX	\$554,780	Executive Director	\$50,323	\$51,654	2024
Breaking Down Barriers	TX	\$555,229	Ceo	\$319,700	\$328,159	2024
Lldc Lubbock Learning Differnce Center Inc	TX	\$564,400	President	\$10,600	\$10,880	2024
Pipe Creek Christian School	TX	\$419,756	Trustee	\$36,077	\$36,077	2025
International Academy Of Biological	TX	\$579,999	Executive Dir.	\$97,900	\$100,490	2024
Tango Flight Inc	TX	\$595,762	Executive Director	\$176,332	\$180,997	2024
The Nobility Project	TX	\$392,021	Executive Director	\$96,336	\$101,806	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Su Casa De Esperanza Inc	TX	\$384,544	Executive Dir.	\$38,490	\$40,675	2023
Women In Neuroscience	TX	\$376,881	Interim Executive Director	\$57,000	\$58,508	2024
W5yi Licensing Services Inc	TX	\$365,305	President	\$29,015	\$29,783	2024
Pivot Leadership Group	TX	\$360,303	Executive Director	\$95,940	\$98,478	2024
Lyric Performing Arts Company Inc	TX	\$356,051	Director	\$56,250	\$59,444	2023
The Texas Diversity Council	TX	\$354,062	Ceo	\$91,279	\$93,694	2024
Si Se Puede Schools	TX	\$350,000	Exec Directo	\$146,775	\$155,108	2023
The Knitting Guild Association	TX	\$349,095	Pres & Exec Dir	\$39,933	\$40,990	2024
Southern Bible Institute & College	TX	\$333,859	President	\$93,643	\$98,960	2023
Itee Global	TX	\$663,560	President	\$27,600	\$28,330	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 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 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 27 organizations. Compensation range \$4,069–\$328,159; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$496,564); for reference, expenses \$480,373 and assets \$125,779.

ROLE MATCH Jennifer Hartenburg, reported title "*CHAIR OF BOARD OF DIRECTORS*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an**

exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	7 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 (Jennifer Hartenburg) 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 27 similarly situated organizations (Same NTEE sector (B99) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,060 is reasonable (approximately the 7th 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.