

Steamimagine

Executive Director / CEO

This analysis benchmarks the total compensation of **Belinda Jones, Executive Director / CEO** (\$20,000) 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 **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Belinda Jones — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

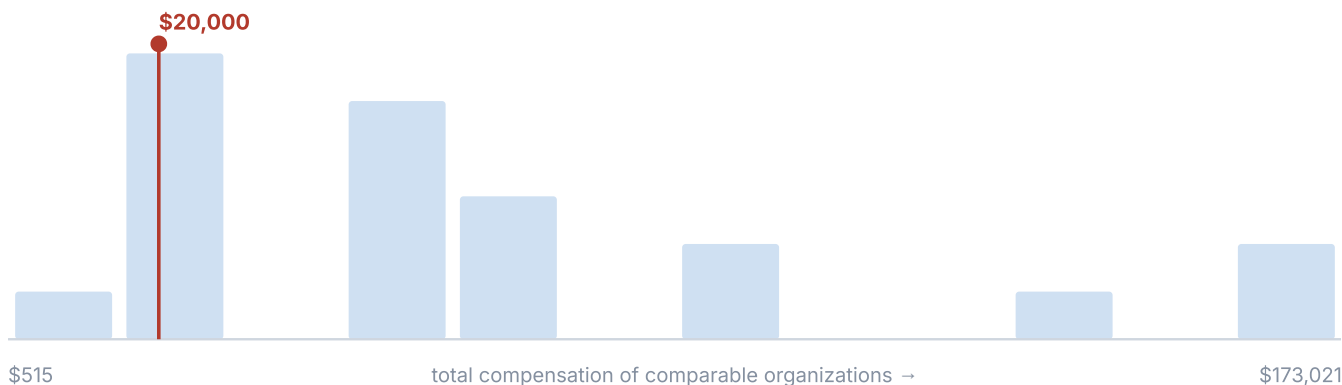
SECTOR Organizations sharing the subject's NTEE classification (B99).

BUDGET Total revenue between \$311,282 and \$696,900 — 0.67x to 1.50x the subject's \$464,600 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99) + VA + 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



\$15,811	\$20,444	\$52,655	\$73,951	\$141,708	\$20,000
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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 VA 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
The Consortium For Independent Journalism Inc	VA	\$488,861	Editor In Chief	\$90,004	\$90,004	2024
Aamva Region Iv Inc	VA	\$409,582	Director, Regions Iii & Iv	\$15,356	\$15,810	2023
Judicial Education Institute Inc	VA	\$520,205	Chairman	\$167,083	\$172,018	2023
Sunshine Academy Summer School	VA	\$396,640	President	\$20,000	\$20,591	2023
Aamva Region Ii Inc	VA	\$395,339	Director, Regions I & Ii	\$15,357	\$15,811	2023
Dental Trade Alliance Foundation	VA	\$560,053	Secretary/ceo	\$20,003	\$20,003	2024
Aamva Region I Inc	VA	\$367,811	Director, Regions I & Ii	\$15,357	\$15,811	2023
Foundation For American Christian	VA	\$561,902	President	\$500	\$515	2023
The Growing Tree Learning Center	VA	\$366,924	Administrator	\$49,885	\$51,358	2023
Quality Care Community Service Inc	VA	\$356,347	Supervisor	\$99,085	\$99,085	2024
Headwaters The Rappahannock County Public Education Foundation Inc	VA	\$582,872	Executive Director	\$57,534	\$57,534	2024
The Life Fund	VA	\$339,543	Ceo	\$28,774	\$28,774	2024
Foundation For Mechanical Insulation	VA	\$313,025	Program Manager/lead	\$44,179	\$44,179	2024
Simplify Global Education Inc	VA	\$311,376	President	\$68,600	\$68,600	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Bridging Cultures Inc	VA	\$619,905	Executive Director	\$173,021	\$173,021	2024
Edututor Of Virginia Inc	VA	\$628,698	Executive Director	\$142,000	\$138,340	2025
Nutrients For Life Foundation	VA	\$644,835	President	\$52,404	\$53,952	2023
For The Nations Dc	VA	\$669,907	Executive Dir.	\$48,000	\$46,763	2025
Virginia Beach Theological Seminary	VA	\$676,493	President	\$65,949	\$65,949	2024
Center For Educational Improvement Inc	VA	\$685,835	Executive Director	\$68,900	\$67,124	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	20 organizations. Compensation range \$515–\$173,021; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$464,600); for reference, expenses \$409,834 and assets \$72,572.
ROLE MATCH	Belinda Jones, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	20 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	5 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 (Belinda Jones) 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 (B99) + VA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 20th 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.