

Jireh Homeschool Cooperative

Executive Director / CEO

EIN 883247443

TN · NTEE B99

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Alana Newman-harter, Executive Director / CEO** (\$16,950) against **every comparable organization** that fit the selection criteria — **394** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

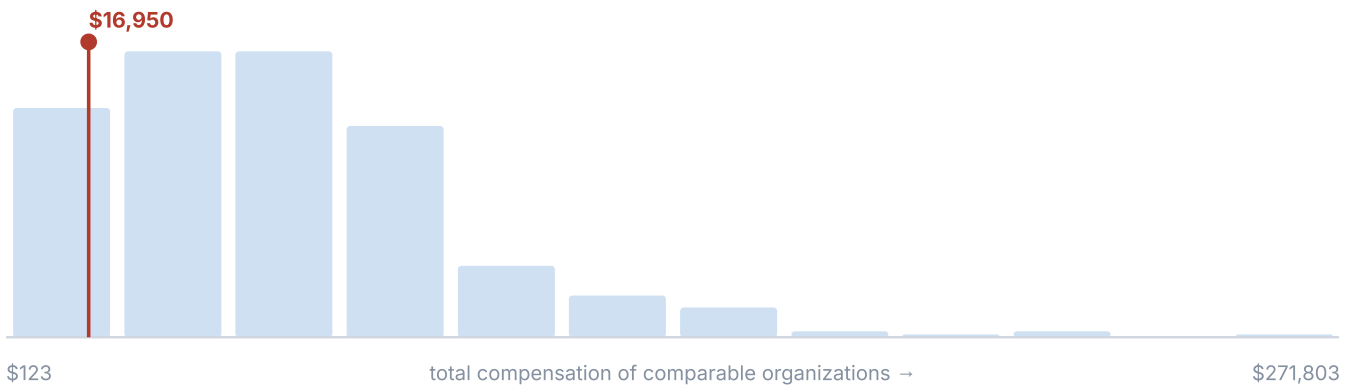
Benchmarked executive: Alana Newman-harter — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$180,514 and \$404,136 — 0.67x to 1.50x the subject's \$269,424 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

394 organizations qualified on sector, size, and geography → **394** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,030	\$30,238	\$50,832	\$73,923	\$101,571	\$16,950
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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 TN 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
Progressive Learning Academy For Young Childrenearly Childhood Center	MI	\$269,096	Director	\$38,677	\$45,127	2021
Wyomissing Area Education	PA	\$269,785	Executive Di	\$34,752	\$33,842	2024
Client Assistance Program	WA	\$269,011	Executive Director	\$91,650	\$80,128	2024
Indiana American Family	IN	\$268,785	Executive Di	\$111,227	\$114,541	2024
The Penitent Thief Inc	FL	\$270,246	President	\$36,000	\$33,026	2024
The Samuel School	PA	\$268,506	Principal	\$132,381	\$125,592	2025
American Research Universities	TN	\$270,369	President	\$80,000	\$80,000	2025
Upstart Crow Studios	OR	\$268,389	Artistic Director	\$45,000	\$42,014	2023
Girls With Books	CO	\$270,613	Executive Director	\$61,920	\$57,979	2024
Freedom Synergy Corporation	FL	\$270,626	President	\$96,000	\$88,067	2024
Ready For Reading Inc	VT	\$270,629	Executive Dir.	\$2,000	\$2,024	2023
African Voices Communications Inc	NY	\$270,782	Executive Director	\$65,000	\$59,051	2023
Bay State Learning Center	MA	\$270,821	Executive Director	\$43,510	\$39,308	2023
Oaktown Jazz Workshops	CA	\$271,149	Executive Dir.	\$65,971	\$55,628	2024
Nantucket Comedy Festival Inc	MA	\$267,526	Executive Director	\$55,000	\$48,263	2024
Ace Mentor Program Of Eastern Pa Inc	PA	\$271,345	Affiliate Dir.	\$68,477	\$68,654	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Puerto Rico Advance Institute Corp	PR	\$271,647	Manager	\$9,287	\$9,533	2024
Abbeville Institute Ltd	AL	\$271,961	President Di	\$114,583	\$120,882	2024
Winners Inc	TX	\$271,992	President/director	\$100,000	\$97,683	2024
Ohio School Psychologists	OH	\$266,818	Executive Di	\$56,963	\$58,916	2024
Hazing Prevention Network	IN	\$266,697	Executive Director	\$80,000	\$82,384	2024
Leadership Rochester Inc	NY	\$266,693	Executive Director (Thru 2/2024)	\$68,135	\$60,123	2024
97percentorg Inc	CA	\$266,129	Director/ceo Thru 12/31/2023	\$110,596	\$96,012	2023
New Michigan Media	MI	\$273,125	President	\$30,000	\$30,238	2024
Conductability Inc	CA	\$273,357	Program Director	\$113,322	\$95,556	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	394 organizations. Compensation range \$123–\$271,803; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$269,424); for reference, expenses \$262,722 and assets \$49,442.
ROLE MATCH	Alana Newman-harter, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 15 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	15 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	13 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 (Alana Newman-harter) 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 394 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,950 is reasonable (approximately the 15th 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.