

# Eleanor And Henry Jansen Foundation

Executive Director / CEO

EIN 911680839

WA · NTEE T20Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Heather Flaherty, Executive Director / CEO** (\$4,988) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Heather Flaherty — 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 (T20Z).

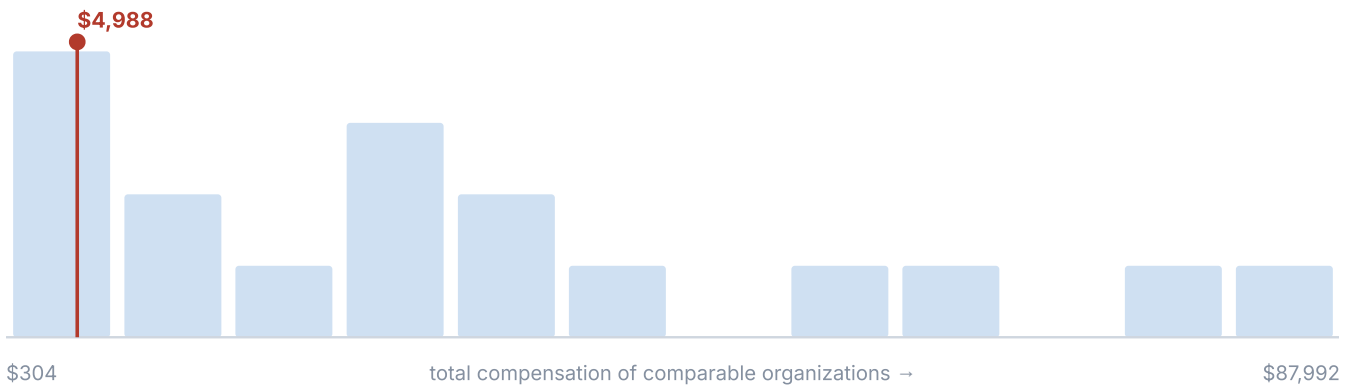
**BUDGET** Total revenue between \$55,845 and \$125,028 — 0.67x to 1.50x the subject's \$83,352 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

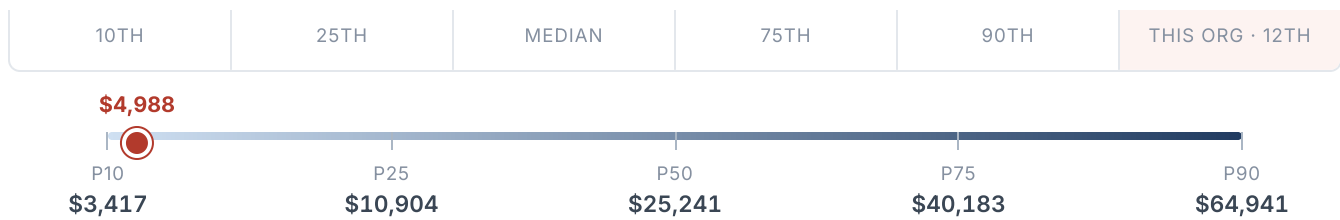
**17** organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$3,417</b>	<b>\$10,904</b>	<b>\$25,241</b>	<b>\$40,183</b>	<b>\$64,941</b>	<b>\$4,988</b>
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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 WA 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="#">The Anne K Raikos Charitable</a>	MO	\$79,645	Trustee	\$250	<b>\$304</b>	2023
<a href="#">Forte For Children</a>	CA	\$75,706	Executive Director	\$15,000	<b>\$14,467</b>	2024
<a href="#">Ann Lib And Bernard Kozel</a>	NY	\$91,171	Secretary	\$30,887	<b>\$31,174</b>	2024
<a href="#">Pennsylvania Cable &amp;</a>	PA	\$91,560	Executive Di	\$47,131	<b>\$52,497</b>	2024
<a href="#">Metro Omaha Medical Society Foundation</a>	NE	\$73,307	Executive Director	\$9,077	<b>\$10,904</b>	2024
<a href="#">Pediatric Foundation Of Georgia</a>	GA	\$94,850	Executive Di	\$21,509	<b>\$24,156</b>	2024
<a href="#">Maxwell And Marjorie Jospey</a>	MI	\$94,989	Treasurer	\$26,189	<b>\$30,192</b>	2024
<a href="#">Mary F Clancy Charities Inc</a>	NY	\$70,177	President	\$27,009	<b>\$27,260</b>	2024
<a href="#">Stanley J Bushman Supporting Foundation</a>	KS	\$97,738	President & Ceo	\$16,608	<b>\$20,040</b>	2024
<a href="#">The Dove Foundation</a>	VA	\$98,402	President	\$458	<b>\$494</b>	2024
<a href="#">Music For All Foundation</a>	IN	\$67,193	President	\$21,429	<b>\$25,241</b>	2024
<a href="#">Crestwood Foundation Incorporation</a>	VA	\$66,002	Board Member	\$37,260	<b>\$40,183</b>	2024
<a href="#">The Mabel Fire Dept Relief Association</a>	MN	\$101,861	Gambling Manager	\$5,600	<b>\$6,180</b>	2024
<a href="#">Helene Diamond &amp; Jorde Nathan Family</a>	IL	\$64,210	Treasurer	\$80,133	<b>\$87,992</b>	2024
<a href="#">Ankor Foundation Inc</a>	VA	\$109,806	Chief Executive Officer	\$66,140	<b>\$73,436</b>	2023
<a href="#">The Langford Family Foundation</a>	FL	\$110,132	Director	\$5,113	<b>\$5,365</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Interfaith Caregivers Inc</a>	NY	\$122,420	Executive Director	\$57,046	<b>\$59,277</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	17 organizations. Compensation range \$304–\$87,992; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$83,352); for reference, expenses \$397,560 and assets \$5,411,578. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Heather Flaherty, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	12 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	59 <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

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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 (Heather Flaherty) 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 17 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,988 is reasonable (approximately the 12<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.