

Southeast Nashville Homeschool

Executive Director / CEO

EIN 931379530

TN · NTEE O50

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Jennifer McConnell, Executive Director / CEO** (\$8,000) against **every comparable organization** that fit the selection criteria — **461** 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 McConnell — reported title “EXECUTIVE DIRECTOR - START 6/23”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (O50).

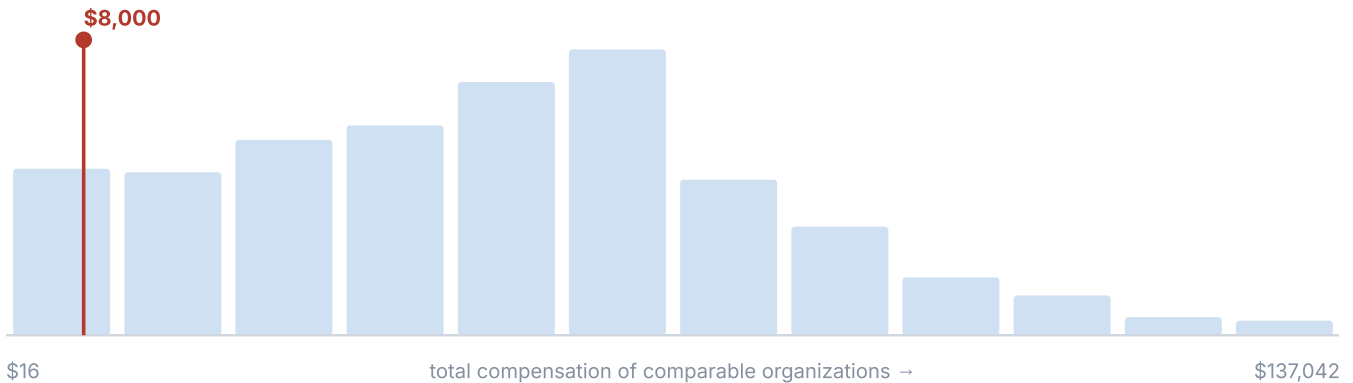
BUDGET Total revenue between \$167,325 and \$374,610 — 0.67x to 1.50x the subject's \$249,740 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

461 organizations qualified on sector, size, and geography

→ **461** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,555

\$27,589

\$49,533

\$67,259

\$88,331

\$8,000



● 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
Texas United Fc	TX	\$249,719	General Manager	\$55,059	\$58,913	2021
Reality Check Inc	AR	\$249,786	Executive Director	\$79,248	\$82,313	2024
Girls On The Run Western Montana	MT	\$249,422	Council Dire	\$35,327	\$35,188	2024
First Love Kids International Inc	GA	\$250,076	Director	\$30,000	\$27,873	2024
Neighborhood Change Youth Organization Inc	NY	\$250,774	Director	\$40,000	\$34,387	2023
How Our Lives Link Altogether Inc	NY	\$250,916	Co-founder	\$50,000	\$41,751	2024
Venture Free Foundation	CA	\$251,027	Executive Director	\$46,800	\$37,343	2024
The Safety Place	LA	\$248,440	Executive Director	\$17,500	\$17,807	2024
Musicworks Inc	NC	\$251,076	Program Director	\$62,288	\$59,472	2024
Open Door Abuse Awareness Prevention	PA	\$248,263	Executive Director	\$109,072	\$100,510	2024
The Rock Of Kingsley Inc	MI	\$251,336	Executive Director	\$17,000	\$16,693	2023
Lisbon Bronco Athletic Boosters	ND	\$248,020	Vice President	\$7,200	\$7,517	2023
Champions Institute	TX	\$251,507	Director	\$49,382	\$45,646	2024
Quincy House	MN	\$247,636	Executive Di	\$24,608	\$22,469	2024
Working Parents Alliance Inc	NY	\$247,391	Executive Dir.	\$67,404	\$56,282	2024
The Young Airman Association	NY	\$252,601	Chairman Of The Board Of Directors	\$164,000	\$136,940	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Guiding Light Mentoring	OH	\$252,697	Founder And	\$50,000	\$48,936	2024
Youth Utilizing Power And Praise Organization	CA	\$252,823	Executive Director	\$54,000	\$44,361	2023
Student Movement Of Justice And Opportunity	CA	\$246,623	Executive Director	\$38,400	\$30,640	2024
Recess Cleveland	OH	\$246,370	Executive Director	\$10,200	\$11,555	2021
Gulf Coast Bible Camp Inc	MS	\$253,194	Executive Dir.	\$46,923	\$49,718	2023
Kings Academy Tyrone	PA	\$246,239	Secretary	\$7,000	\$6,450	2024
Swappow Plus Foundation	AZ	\$246,020	Executive Di	\$75,000	\$66,651	2024
Friends Of The Addison Youth Center	NY	\$245,993	Director	\$34,880	\$29,125	2024
Building Utah Youth	UT	\$245,695	Fndtn Director	\$7,475	\$7,070	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 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 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	461 organizations. Compensation range \$16–\$137,042; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$249,740); for reference, expenses \$211,462 and assets \$39,665.
ROLE MATCH	Jennifer Mcconnell, reported title <i>"EXECUTIVE DIRECTOR - START 6/23"</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 3 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	7 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	8 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 Mcconnell) 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 461 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,000 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 10, 2026.