

Roxbury Main Streets Revitalization Corporation

Executive Director / CEO

EIN 043054352
 MA · NTEE L20Z
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Robert George, Executive Director / CEO** (\$86,893) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

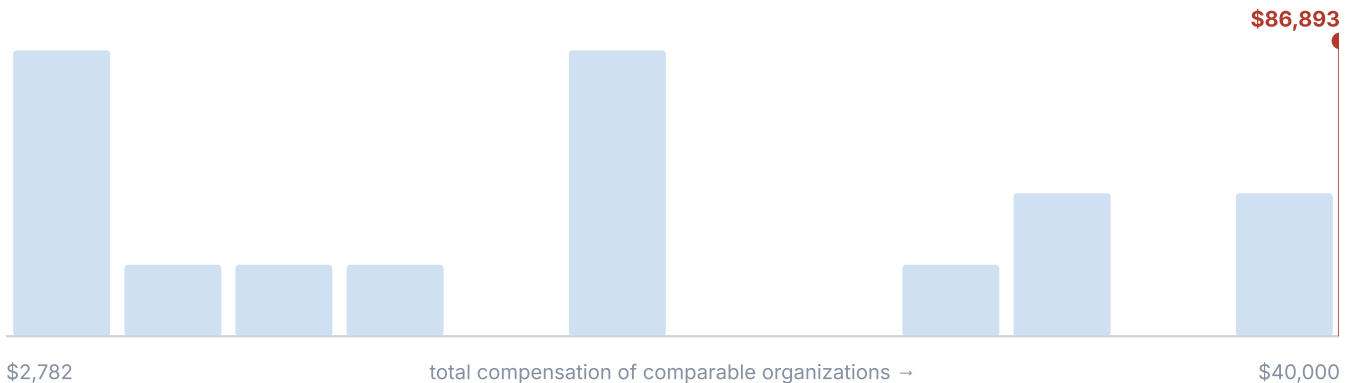
Benchmarked executive: Robert George — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

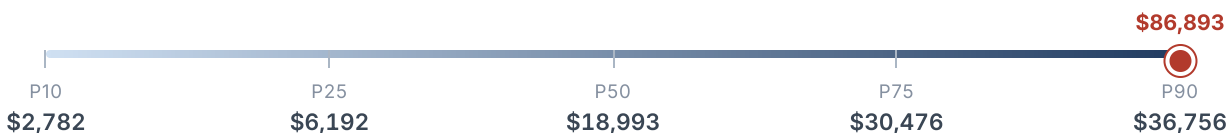
SECTOR	Organizations sharing the subject's NTEE classification (L20Z).
BUDGET	Total revenue between \$126,778 and \$283,831 — 0.67x to 1.50x the subject's \$189,221 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20) + MA + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,782 10TH	\$6,192 25TH	\$18,993 MEDIAN	\$30,476 75TH	\$36,756 90TH	\$86,893 THIS ORG · 100TH
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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 MA 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
St Francis Of Assisi Residences At	MA	\$190,168	Exec. Dir./p	\$3,180	\$3,274	2023
Broadwal Inc	MA	\$185,519	Executive Director	\$18,487	\$18,487	2024
Sean Brook House Inc	MA	\$184,359	Executive Director	\$29,252	\$30,116	2023
4 Bishop Street Inc	MA	\$211,199	Pres. & Ceo	\$15,150	\$15,150	2024
Hope House Iii Inc	MA	\$166,386	President, Ceo	\$31,555	\$31,555	2024
Coyne Road Inc	MA	\$157,172	Executive Director	\$19,712	\$19,712	2024
Fenway Lodging House Inc	MA	\$226,173	Director (As Of 5/24)	\$19,498	\$19,498	2024
Fort Hill Avenue Inc	MA	\$145,235	President (As Of 8/22/22)	\$2,702	\$2,782	2023
Appleton Housing Corporation	MA	\$143,893	President (As Of 8/22/22)	\$2,702	\$2,782	2023
Merrimack Housing Corporation	MA	\$143,623	President (As Of 8/22/22)	\$2,702	\$2,782	2023
Fhi Lawrenceandover Inc	MA	\$236,259	President & Ceo	\$38,739	\$39,883	2023
Twentieth Association Properties Inc	MA	\$236,638	President & Ceo	\$7,164	\$7,164	2024
Plymouth Bay Housing Corporation	MA	\$248,798	Ceo	\$40,000	\$40,000	2024
Stop It Now Inc	MA	\$262,040	President/ceo	\$32,663	\$33,628	2023
Moreland Affordable Housing Corporation	MA	\$272,007	President (As Of 1/2024)	\$19,566	\$19,566	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hearth Beacon Inc	MA	\$277,194	Cao/pres. & Ceo (As Of 11/23)	\$10,124	\$10,423	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	16 organizations. Compensation range \$2,782–\$40,000; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$189,221); for reference, expenses \$214,439 and assets \$121,095.
ROLE MATCH	Robert George, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100th
Total compensation (D + F), as reported (no adjustments)	100th
Reportable pay only (column D), adjusted	100th
All sources (D + E + F), adjusted	13th

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 (Robert George) 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 16 similarly situated organizations (Same NTEE sector (L20) + MA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,893 is reasonable (approximately the 100th 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.