

Coalition For Social Justice Action

Executive Director / CEO

EIN 043541048
 MA · NTEE P20
 FY ending 2022-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Debra Fastino, Executive Director / CEO** (\$20,394) 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 **13th** percentile of comparable organizations below the typical range for comparable organizations

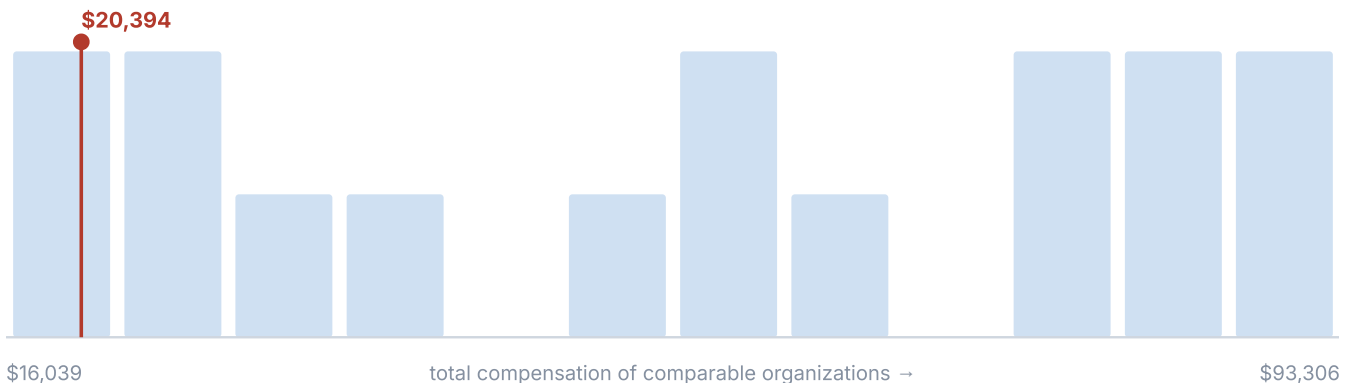
Benchmarked executive: Debra Fastino — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$160,365 and \$359,026 — 0.67x to 1.50x the subject's \$239,351 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + 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



\$20,621	\$30,677	\$57,650	\$77,269	\$88,974	\$20,394
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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
Michael Dukakis Institute Inc	MA	\$232,616	Treasurer	\$26,000	\$24,259	2024
Ibew Local 104 Brotherhood Fund	MA	\$229,105	President	\$78,194	\$75,114	2023
Southeastern Massachusetts Agricultural	MA	\$227,975	Executive Director	\$79,603	\$74,274	2024
Route One Ministry	MA	\$252,784	Executive Director	\$97,747	\$91,204	2024
Berkshire Missions Inc	MA	\$256,337	Execdirector	\$18,200	\$16,982	2024
Hospitality Common Inc	MA	\$222,254	Director, Executive Director	\$28,127	\$27,019	2023
Global Disaster Relief Team Inc	MA	\$208,427	President	\$60,000	\$57,637	2023
Kisoboka Uganda	MA	\$277,162	Founder	\$40,000	\$37,322	2024
Cohasset Center For Student Coastal	MA	\$280,012	President	\$34,184	\$31,896	2024
Somali Parents Advocacy Center For Education Inc	MA	\$194,219	Executive Director	\$89,740	\$83,733	2024
Horizons Greater Boston Inc	MA	\$293,348	Exec Dir (As Of 06/2024)	\$70,548	\$65,825	2024
Urbano Project Inc	MA	\$302,196	Executive Director/vp	\$61,800	\$57,663	2024
Second Chance Cars Inc	MA	\$306,993	Executive Director	\$100,000	\$93,306	2024
Pathway Initiative Inc	MA	\$323,288	Ceo	\$17,190	\$16,039	2024
Massachusetts Climate Action Network Inc	MA	\$337,333	Executive Director Part Year	\$53,548	\$51,439	2023
Beaver Institute Inc	MA	\$354,286	Executive Dir.	\$92,968	\$86,744	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2022 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 \$16,039–\$93,306; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$239,351); for reference, expenses \$224,678 and assets \$82,747.
ROLE MATCH	Debra Fastino, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	13 th
Total compensation (D + F), as reported (no adjustments)	13 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 (Debra Fastino) 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 (P20) + MA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,394 is reasonable (approximately the 13th 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.