

Metro Justice Of Rochester Inc

Executive Director / CEO

EIN 161016916

NY · NTEE Q200

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mohini Sharma, Executive Director / CEO** (\$44,862) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

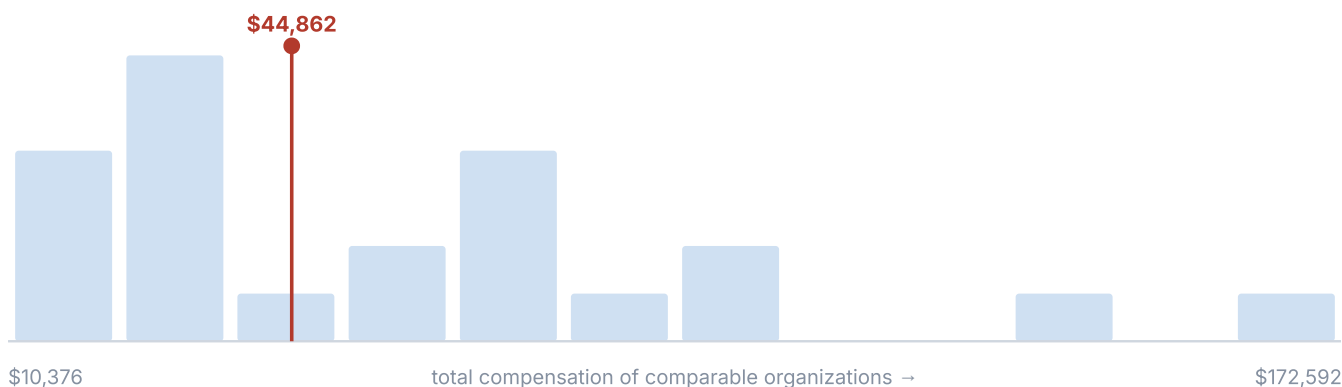
Benchmarked executive: Mohini Sharma — reported title “Lead Organizer”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q200).
BUDGET	Total revenue between \$138,375 and \$309,796 — 0.67x to 1.50x the subject's \$206,531 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q20), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,825	\$27,078	\$48,649	\$75,965	\$103,206	\$44,862
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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 NY 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
Global Citizenship Alliance	OR	\$202,768	President & Ceo	\$23,661	\$25,035	2023
New Story Leadership Inc	MD	\$211,883	Executive Director	\$92,333	\$95,529	2024
Canvas U S	DC	\$215,050	Executive Director	\$28,666	\$28,661	2023
Amigos De Seattle	WA	\$218,826	Executive Director	\$34,599	\$34,280	2024
Blossoming Rose	MI	\$219,965	President	\$45,970	\$52,509	2024
Aice Inc	MD	\$223,203	Executive Director	\$166,818	\$172,592	2024
The Hyogo Business & Cultural Center	WA	\$225,136	Executive Director	\$107,805	\$104,059	2025
Inside The Middle East Inc	MD	\$230,928	President	\$15,350	\$16,350	2023
Oxford Consortium For Human Rights Inc	CT	\$232,113	Treasurer (Former)	\$10,000	\$10,376	2024
Damou Christian Mission Inc	IN	\$236,641	Field Director	\$22,300	\$26,794	2023
Santa Cruz Breakers Inc	CA	\$238,817	Board Member	\$30,000	\$27,929	2025
Japan-america Society Of	PA	\$174,087	Executive Director	\$47,736	\$52,681	2024
Osgood Center For International Studies	DC	\$241,075	President	\$75,000	\$74,985	2023
Japan Society Of Boston Inc	MA	\$168,092	Executive Director	\$63,461	\$64,973	2023
Partnership International Inc	DC	\$167,065	Senior Engineer - Solar & Wind	\$33,064	\$32,109	2024
Manhattan His Association	KS	\$265,413	Executive Director/secretary	\$65,500	\$76,291	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Forming Sustainable Development Foundations Inc		\$146,122	Board Chair	\$12,000	\$12,000	2024
Macgillivray Freeman Films Educational	CA	\$275,528	Co-executive Director	\$16,500	\$15,767	2024
Tulsa Global Alliance	OK	\$283,856	Executive Director	\$36,755	\$44,789	2024
Idti Inc	FL	\$284,476	International Consultant	\$127,500	\$132,551	2024
Gulf Coast Citizen Diplomacy Council Inc	FL	\$291,084	Executive Director	\$70,965	\$73,776	2024
Interfaith Peace Builders	DC	\$293,845	Managing Director (Thru 11/22)	\$78,218	\$78,202	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	22 organizations. Compensation range \$10,376–\$172,592; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$206,531); for reference, expenses \$186,182 and assets \$195,034.
ROLE MATCH	Mohini Sharma, reported title <i>"Lead Organizer"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
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	50 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	59 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 (Mohini Sharma) 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 22 similarly situated organizations (Same NTEE sector (Q20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,862 is reasonable (approximately the 50th 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.