

Justice Mapping Center Inc

Executive Director / CEO

EIN 205537766

NY · NTEE I50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joseph Cadora, Executive Director / CEO** (\$153,642) against **every comparable organization** that fit the selection criteria — **407** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

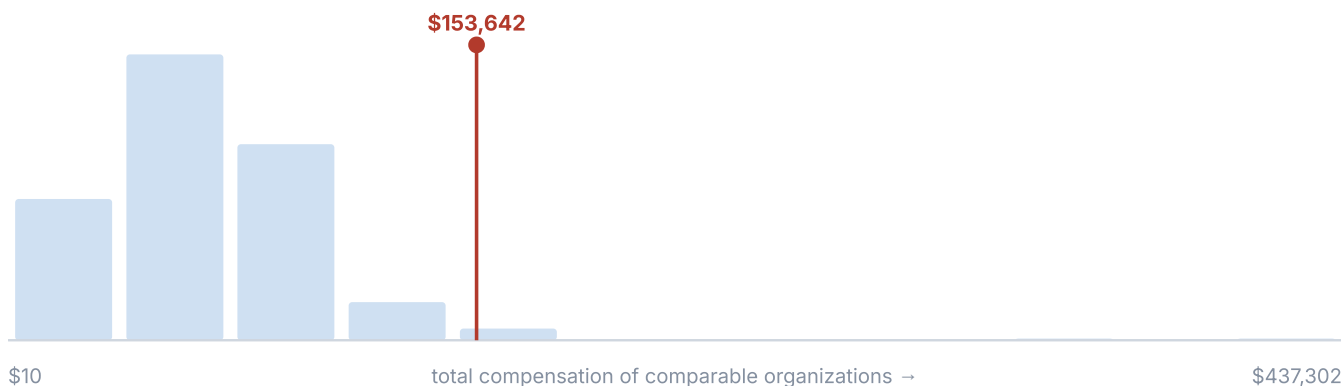
Benchmarked executive: Joseph Cadora — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I50).
BUDGET	Total revenue between \$158,334 and \$354,480 — 0.67x to 1.50x the subject's \$236,320 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

407 organizations qualified on sector, size, and geography → **407** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$19,418	\$40,511	\$61,413	\$82,870	\$102,873	\$153,642
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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
Washington County Diversion Program Inc	VT	\$236,601	Executive Director	\$52,842	\$58,859	2023
National Council Of Juvenile	NV	\$235,792	Secretary/treasurer, Ceo	\$45,284	\$48,792	2024
Environmental Law Foundation	CA	\$235,747	Executive Director	\$52,250	\$48,497	2024
Patchworks House Inc	OH	\$236,972	Executive Di	\$50,000	\$56,925	2024
Crime Stoppers Of The United States Of America Inc	VA	\$235,634	Director	\$39,000	\$40,477	2024
Human Rights Coalition	PA	\$235,535	Executive Dir.	\$49,284	\$52,829	2024
Southwest District Law Enforcement	LA	\$235,092	Executive Director	\$54,921	\$63,329	2025
Janas Campaign Inc	KS	\$237,639	Executive Dir.	\$65,553	\$76,123	2024
Sheriffs Foundation For Public Safety	CA	\$237,747	Executive Dir.	\$33,600	\$31,187	2024
Newport Community Justice Ctr Inc	VT	\$234,811	Executive Director	\$66,961	\$72,446	2024
Rock The Walls Foundation Inc	FL	\$238,222	Executive Director	\$86,750	\$90,186	2023
Casa Of Berks County	PA	\$238,542	Executive Di	\$53,297	\$57,131	2024
Ch Pennsylvania Under - 21 Holdings Inc	PA	\$233,999	Former Executive Director	\$52,048	\$57,440	2023
Rutland County Child First	VT	\$233,936	Executive Di	\$50,346	\$54,471	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Our Brothers Keepers Of Southern Illinois	IL	\$239,041	Agency Director	\$53,000	\$54,564	2025
Inland Empire Latino Lawyers	CA	\$239,060	Executive Director	\$84,635	\$78,557	2024
301 Housing Development Fund Corporation	NY	\$239,065	President	\$38,386	\$38,386	2023
Renaissance Inc	AL	\$239,449	Executive Director	\$10,739	\$12,839	2023
The Vermont Children's Alliance	VT	\$232,894	Executive Director	\$65,944	\$71,346	2024
Jumpstart	SC	\$239,883	President	\$85,000	\$98,133	2023
Warren Washington Care Center	NY	\$232,516	Executive Dir.	\$57,081	\$55,443	2024
Partners In Restorative Initiatives Inc	NY	\$232,097	Co Executive Director	\$62,518	\$60,724	2024
The Childrens Advocacy Center Of Cleveland County	NC	\$232,013	Executive Director	\$68,289	\$73,891	2025
Marion County Police Reserves	WV	\$240,790	Chief	\$2,900	\$3,475	2023
Poetic Justice Inc	OK	\$231,741	Executive Dir.	\$37,188	\$45,316	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 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 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 **407** organizations. Compensation range \$10–\$437,302; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$236,320); for reference, expenses \$214,348 and assets \$22,892.
ROLE MATCH	Joseph Cadora, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	95 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 (Joseph Cadora) 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 407 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$153,642 is reasonable (approximately the 99th 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.