

Friends Of Cambridge Rindge And

Executive Director / CEO

EIN 205993874

MA · NTEE B11

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Janis Navikas, Executive Director / CEO** (\$44,032) against **every comparable organization** that fit the selection criteria — **129** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

Benchmarked executive: Janis Navikas — reported title “Program Coordinator”, 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 (B11).
BUDGET	Total revenue between \$151,574 and \$339,346 — 0.67x to 1.50x the subject's \$226,231 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

129 organizations qualified on sector, size, and geography → **129** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,902	\$20,405	\$34,078	\$69,519	\$103,737	\$44,032
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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
International Association Of Qualitative	IL	\$225,966	Director	\$26,000	\$29,198	2024
Redwood Foundation Inc	KY	\$225,962	Ceo	\$18,505	\$22,710	2024
Covenant Academy In The Hills	MI	\$226,604	Ceo	\$72,650	\$85,655	2024
Cookeville Cosmetology School Inc	TN	\$225,792	President	\$15,600	\$18,731	2024
The Wayne Hospital Foundation Inc	OH	\$228,137	President/ceo	\$42,978	\$53,532	2023
Partners In Education Foundation	KS	\$223,931	Executive Director	\$27,615	\$34,078	2024
Bartow High School Yellow Jackets	FL	\$223,839	Treasurer	\$4,800	\$5,018	2025
Cornish Foundation	WA	\$228,749	President (Thru 7/24)	\$25,694	\$25,599	2025
Goshen Band Boosters Inc	IN	\$222,405	Treasurer	\$2,400	\$2,816	2025
Re-imagining Migration Inc	MA	\$232,236	Executive Director	\$215,532	\$227,769	2023
Cencal Youth Sports	CA	\$219,561	Executive Director	\$24,400	\$24,067	2024
Omart Women Supporting Women	PA	\$219,279	President	\$48,201	\$54,906	2024
Ferdinand Building Development	MA	\$233,859	Treasurer/chief Of Operations	\$30,741	\$31,554	2024
City Of Orange Public Library Foundation	CA	\$218,507	Executive Director	\$42,000	\$41,426	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North Dakota High School Coaches	ND	\$234,192	Executive Secretary	\$10,200	\$12,786	2024
Friends Of The Pool Inc	FL	\$217,448	Executive Director	\$44,000	\$48,610	2023
Imagine America Foundation	VA	\$236,304	President & Ceo	\$145,399	\$165,098	2023
Rouse Hsfbbc	TX	\$236,504	Bookkeeper	\$8,300	\$9,484	2024
Trinity Education Foundation	WA	\$215,309	Interim Executive Director	\$83,062	\$87,455	2023
The Educators' Cooperative	TN	\$214,686	Executive Director	\$40,000	\$48,027	2024
Kfbsf Inc	NC	\$237,983	Director	\$81,759	\$96,497	2024
The Academic Council On The Un System Inc	DC	\$238,663	Executive Director	\$99,998	\$103,196	2023
National Inventors Hall Of Fame Selection	OH	\$238,787	President	\$74,158	\$92,368	2023
Viking Booster Club	ID	\$239,718	Concession Stand Mrg	\$6,130	\$7,669	2023
Peace Academic Center Inc	KS	\$210,137	Secretary/administrator	\$36,000	\$45,737	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 2025 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 **129** organizations. Compensation range \$2,816–\$609,604; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$226,231); for reference, expenses \$233,596 and assets \$384,929.
ROLE MATCH	Janis Navikas, reported title " <i>Program Coordinator</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	52 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	57 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	34 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 (Janis Navikas) 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 129 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,032 is reasonable (approximately the 57th 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.