

Saving Grace Min Of Rochester Inc

Executive Director / CEO

EIN 208514931

NY · NTEE I40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rev James Crowley, Executive Director / CEO** (\$53,092) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

Benchmarked executive: Rev James Crowley — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (I40).

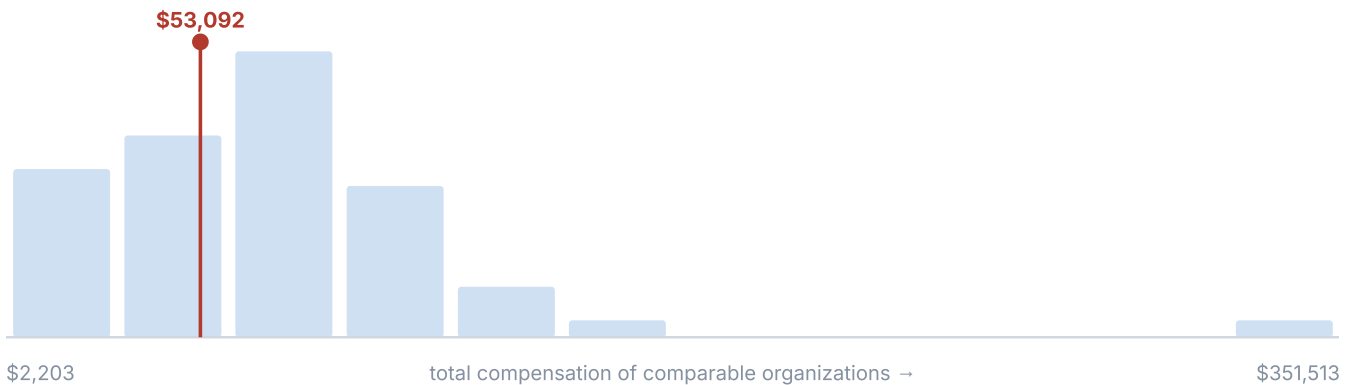
BUDGET Total revenue between \$274,976 and \$615,619 — 0.67x to 1.50x the subject's \$410,413 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (I40), nationwide + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography

→ **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,293	\$38,674	\$67,042	\$94,495	\$114,430	\$53,092
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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
Youth-led Justice	ME	\$407,221	Co-director	\$39,214	\$44,738	2023
Branch Of Goodness Agape Rehabilitation Center	TX	\$415,421	Director	\$30,000	\$33,210	2024
Strategies To Overcome Obstacles	MI	\$415,961	Executive Di	\$90,196	\$103,026	2024
Pathway To Promise Inc	VA	\$401,323	Chief Executive Officer	\$14,813	\$15,828	2024
My Way Out Inc	WI	\$399,041	Executive Director	\$83,248	\$96,214	2024
Discipleship Unlimited Inc	TX	\$422,166	President	\$93,012	\$106,005	2023
Center For Correctional Concerns	IL	\$396,642	Executive Di	\$63,575	\$69,168	2024
No More Tears Inc	CA	\$394,088	President	\$68,144	\$67,042	2023
Turnkey Development Institute	OH	\$428,042	President & Ceo	\$291,293	\$351,513	2023
The Childrens Law Project Of Hawaii	HI	\$391,252	Executive Director	\$46,565	\$46,136	2024
Fringe Industries	OH	\$435,573	Director	\$33,074	\$38,766	2024
This Is Living Ministries	TN	\$380,610	President	\$44,200	\$51,415	2024
Man Up Inc	RI	\$377,528	Ceo/founder	\$108,536	\$115,172	2024
Celebrate Forever Families	TX	\$376,007	Out Going Executive Director	\$54,808	\$60,672	2024
Community Recovery Alliance Inc	MI	\$445,168	Executive Di	\$69,995	\$79,952	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hartford Community Resorative Justice Center Inc	VT	\$448,296	Executive Director	\$62,170	\$71,294	2023
Red Lodge Transition Services	OR	\$454,677	Executive Dir.	\$60,345	\$62,016	2024
Rebuilding Exoffenders Successfully	FL	\$360,213	Executive Director	\$72,000	\$74,852	2024
Joshua's Promise Ministries Inc	FL	\$353,006	President	\$37,200	\$38,674	2024
Trinity Restoration Ministries	TX	\$346,973	President/executive Director	\$27,000	\$30,772	2023
Bethany Haven Inc	KY	\$344,379	Executive Director	\$52,648	\$60,982	2025
New Beginnings Reentry Services Inc	MA	\$482,091	Exec. Dir. & Board Member	\$107,870	\$107,272	2024
Ncircle Inc	KS	\$338,461	Executive Dir.	\$69,973	\$86,128	2023
Florida Foundation For Correctional	FL	\$485,052	Executive Director	\$117,000	\$121,635	2024
Transitions Of Dyer County	TN	\$335,492	Executive Director	\$45,050	\$52,404	2024

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 **53** organizations. Compensation range \$2,203–\$351,513; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$410,413); for reference, expenses \$386,926 and assets \$355,520.
ROLE MATCH	Rev James Crowley, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	40 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	38 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 (Rev James Crowley) 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 53 similarly situated organizations (Same NTEE sector (I40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,092 is reasonable (approximately the 40th 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.