

Judicial Process Commission Inc

Executive Director / CEO

EIN 223153478
 NY · NTEE 199Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Shermond Johnson-reid, Executive Director / CEO** (\$55,000) against **every comparable organization** that fit the selection criteria — **539** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

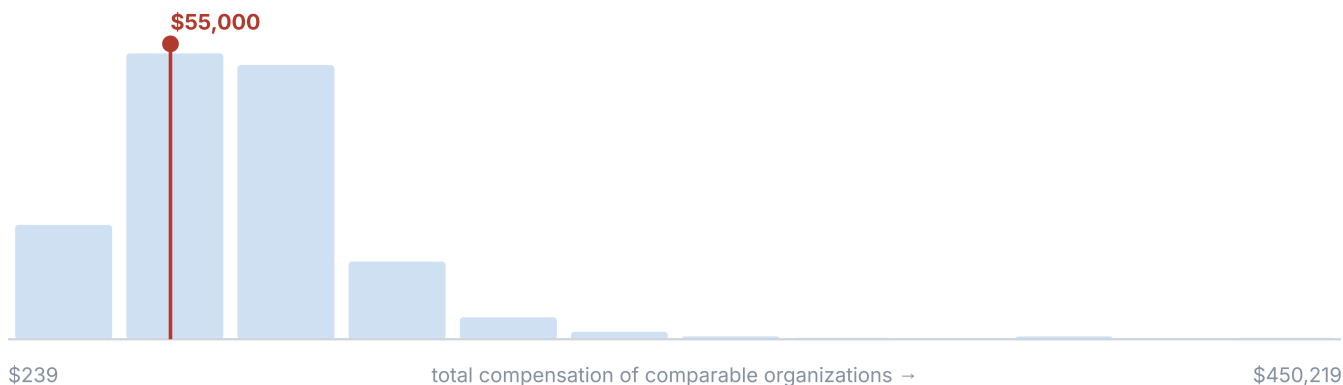
Benchmarked executive: Shermond Johnson-reid — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (199Z).
BUDGET	Total revenue between \$236,140 and \$528,673 — 0.67x to 1.50x the subject's \$352,449 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

539 organizations qualified on sector, size, and geography → **539** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,191	\$52,335	\$74,985	\$98,567	\$122,590	\$55,000
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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
Joshua's Promise Ministries Inc	FL	\$353,006	President	\$37,200	\$38,674	2024
Equal Access Legal Services Inc	PA	\$353,409	Executive Director	\$90,975	\$100,399	2024
House Where Jesus Shines	TX	\$351,249	Director	\$42,000	\$46,494	2024
Tyrrell-washington Partnership For Children Inc	NC	\$353,668	Executive Director	\$74,595	\$87,816	2023
Northeastern Indiana Casa Inc	IN	\$350,955	Executive Di	\$25,881	\$30,204	2024
Tennessee Voices For Victims	TN	\$350,346	Secretary Co Founder	\$74,900	\$89,700	2023
Randolph County Childrens Advocacy Center Inc	WV	\$350,000	Executive Director	\$61,685	\$72,007	2025
Harbor Area High Gain Program Inc	CA	\$355,348	Executive Di	\$46,970	\$46,210	2023
Hope Haven Of Hancock County Inc	MS	\$348,779	Board Member	\$2,473	\$3,138	2023
Women Against Abuse Legal Center	PA	\$348,150	Executive Director & Presi	\$12,685	\$14,413	2023
Iowa State Bar Foundation	IA	\$356,821	Executive Di	\$24,309	\$29,456	2024
The Free Root Operation Inc	IL	\$347,806	President	\$60,865	\$66,219	2024
The Alliance For A Safer Greater	MI	\$347,472	President	\$84,691	\$96,738	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Gordon County Child Advocacy Center Inc	GA	\$347,310	Executive Director Fy2023	\$62,495	\$71,594	2023
Trinity Restoration Ministries	TX	\$346,973	President/executive Director	\$27,000	\$30,772	2023
Fort Bend County Dispute	TX	\$358,183	Executive Di	\$76,034	\$82,000	2025
Youth Services Bureau Of	IN	\$346,570	Executive Di	\$54,159	\$65,072	2023
Self Help Inc	NM	\$358,462	Executive Dir.	\$60,320	\$73,918	2023
Law Enforcement Drone Association	OR	\$358,601	Executive Di	\$46,158	\$48,837	2023
Academy Of Court-appointed Neutrals	MN	\$345,250	Executive Director	\$157,219	\$171,918	2024
Long Beach Bar Foundation	CA	\$345,136	Executive Direc	\$85,140	\$81,359	2024
Hillsborough County Bar Foundation	FL	\$344,948	Executive Di	\$120,289	\$128,748	2023
St Louis Mediation Project Inc	MO	\$344,806	President/treasurer	\$1,470	\$1,773	2023
Rebuilding Exoffenders Successfully	FL	\$360,213	Executive Director	\$72,000	\$74,852	2024
Bethany Haven Inc	KY	\$344,379	Executive Director	\$52,648	\$60,982	2025

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	539 organizations. Compensation range \$239–\$450,219; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$352,449); for reference, expenses \$283,253 and assets \$179,506.
ROLE MATCH	Shermond Johnson-reid, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	27 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	23 rd

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 (Shermond Johnson-reid) 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 539 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,000 is reasonable (approximately the 27th 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.