

Pennsylvanians For Modern Courts

Executive Director / CEO

EIN 232434262

PA · NTEE 150Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Deborah Gross Kurtz, Executive Director / CEO** (\$150,087) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

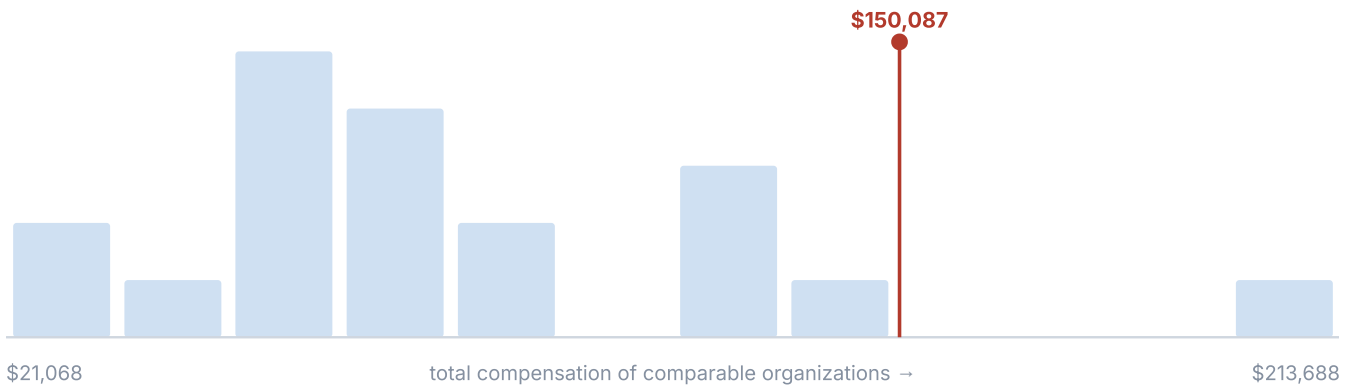
Benchmarked executive: Deborah Gross Kurtz — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

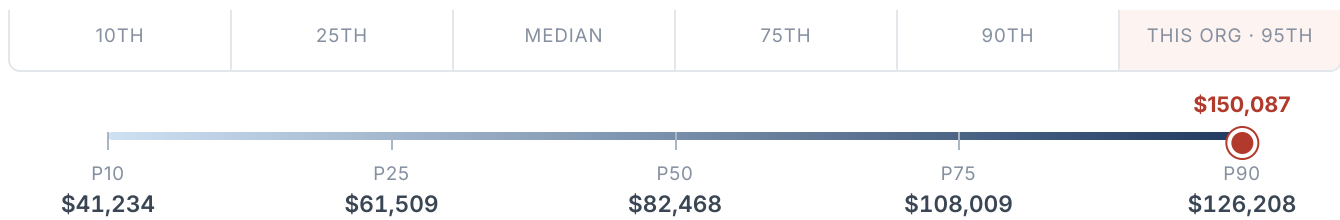
SECTOR	Organizations sharing the subject's NTEE classification (150Z).
BUDGET	Total revenue between \$305,148 and \$683,169 — 0.67x to 1.50x the subject's \$455,446 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (150), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$41,234	\$61,509	\$82,468	\$108,009	\$126,208	\$150,087
----------	----------	----------	-----------	-----------	------------------



● 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 PA 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
The Fund For Modern Courts Inc	NY	\$458,247	Executive Director	\$158,196	\$143,347	2024
Marion Winston Court Services	AL	\$475,009	Director	\$112,544	\$121,923	2024
The Spector Criminal Justice Training	CT	\$486,702	Secretary	\$96,961	\$93,857	2023
Clean Slate Utah	UT	\$494,327	Executive Di	\$78,048	\$82,468	2023
Vermonters For Criminal Justice Reform	VT	\$502,546	Key Employee	\$97,490	\$98,398	2024
Wisconsin Equal Justice Fund Inc	WI	\$406,466	Executive Director	\$60,958	\$63,839	2024
Athens-oconee Casa Incorporated	GA	\$514,045	Executive Director	\$44,333	\$44,700	2024
Rutland County Court Diversion And Restorative Justice Center Inc	VT	\$521,340	Executive Director	\$68,540	\$67,395	2025
Northeastern Indiana Casa Inc	IN	\$350,955	Executive Di	\$25,881	\$27,369	2024
Center For Community Justice Inc	IN	\$327,515	Executive Di	\$53,000	\$57,702	2023
Unshakeable	NV	\$588,942	President	\$117,017	\$117,620	2024
Social Justice Center Of Albany Inc	NY	\$314,852	Admin Direct	\$23,250	\$21,068	2024
Restorative Transitions Inc	NC	\$314,503	Program Director	\$55,475	\$59,178	2023
Citizen Dispute Resolution Services Inc	MI	\$309,176	Executive Dir.	\$69,451	\$71,884	2024
Black And Missing Foundation	MD	\$602,887	Co-founder & Ceo	\$88,500	\$82,969	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Children's Guardian Fund	FL	\$613,554	Executive Di	\$88,000	\$82,899	2024
Center For Justice And Human Dignity	AZ	\$653,949	Executive Dir.	\$221,578	\$213,688	2024
Casa Of Johnson County Inc	TX	\$664,047	Executive Director	\$68,958	\$69,171	2024
Capital Representation	VA	\$665,724	Executive Di	\$119,480	\$119,100	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	19 organizations. Compensation range \$21,068–\$213,688; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$455,446); for reference, expenses \$473,121 and assets \$150,819.
ROLE MATCH	Deborah Gross Kurtz, reported title " <i>PRESIDENT & CEO</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	95th
Total compensation (D + F), as reported (no adjustments)	89th

Reportable pay only (column D), adjusted

89th

All sources (D + E + F), adjusted

95th

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 (Deborah Gross Kurtz) 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 19 similarly situated organizations (Same NTEE sector (I50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$150,087 is reasonable (approximately the 95th 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.