

Center For Community Justice Inc

Executive Director / CEO

EIN 351620204
 IN · NTEE I50Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Irwin Larrier, Executive Director / CEO** (\$53,000) against **every comparable organization** that fit the selection criteria — **528** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 41st percentile of comparable organizations

within the typical range

Benchmarked executive: Irwin Larrier — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I50Z).
BUDGET	Total revenue between \$219,435 and \$491,272 — 0.67x to 1.50x the subject's \$327,515 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

528 organizations qualified on sector, size, and geography → **528** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,133	\$42,531	\$60,045	\$79,305	\$96,795	\$53,000
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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 IN 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
Good Kids Mad City - Englewood	IL	\$327,251	Foundation Mgr.	\$66,667	\$60,367	2024
Trinity Legal Clinic Of Oklahoma	OK	\$326,987	Executive Dir.	\$56,347	\$57,147	2024
Period Law Inc	NY	\$328,327	President/executive Director	\$75,000	\$64,266	2023
North Carolinians Against Gun	NC	\$326,372	Executive Dir.	\$58,914	\$54,623	2025
Navajo Bic Overcomers	NM	\$328,873	Executive Di	\$4,235	\$4,195	2024
Celestial Services Inc	CA	\$325,974	Ceo	\$52,500	\$41,755	2024
Sexually Abused Children's Relief	KS	\$329,106	Executive Director	\$54,677	\$54,406	2024
Smile Inc	WI	\$329,122	Ceo	\$67,525	\$66,872	2023
E3 Education Excellence & Equity	CA	\$329,664	Board Member	\$60,000	\$49,130	2023
Epik Project	WA	\$330,083	Executive Director	\$68,750	\$56,694	2024
Nevada Child Seekers	NV	\$330,343	Executive Di	\$82,152	\$75,846	2024
Unified Solutions Tribal Community	VA	\$324,568	Executive Dir.	\$146,552	\$130,332	2024
Communities For Restorative Justice	MA	\$324,292	Executive Director	\$110,058	\$91,092	2024
Public Safety Foundation	MN	\$323,739	Executive Director/director	\$31,500	\$28,668	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tomorrows Neighbors	PA	\$331,354	Executive And House Director	\$48,750	\$44,777	2024
Mileposts Foundation Inc	FL	\$323,586	President	\$2,119	\$1,833	2024
The Albemarle County Police	VA	\$331,710	Executive Di	\$76,300	\$67,855	2024
Motherhood Beyond Bars Inc	GA	\$323,309	Executive Di	\$46,000	\$42,601	2024
Unified Child Advocacy Network	IL	\$331,902	Exec. Director	\$68,500	\$63,859	2023
Casa Of The High Plains Inc	TX	\$323,108	Executive Di	\$53,594	\$49,378	2024
Whittier Alliance	MN	\$331,942	Executive Director	\$38,651	\$35,177	2024
Jane Doe No More Incorporated	CT	\$323,024	President	\$74,312	\$64,175	2024
Alive Roberts County Inc	SD	\$322,713	Executive Director	\$303,418	\$308,428	2024
Exploited Children's Help Organization	KY	\$322,500	Executive Director	\$80,089	\$81,593	2023
Crime Research Group Inc	VT	\$332,974	Executive Director	\$130,101	\$117,503	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 528 organizations. Compensation range \$199–\$374,714; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$327,515); for reference, expenses \$423,237 and assets \$108,554.
ROLE MATCH	Irwin Larrier, reported title " <i>EXECUTIVE DI</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	15 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	41 st
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	37 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 (Irwin Larrier) 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 528 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,000 is reasonable (approximately the 41st 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.