

# Communities For Restorative Justice

Executive Director / CEO

EIN 451220191

MA · NTEE I40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Erin Freeborn, Executive Director / CEO** (\$110,058) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90<sup>th</sup>** percentile of comparable organizations within the typical range

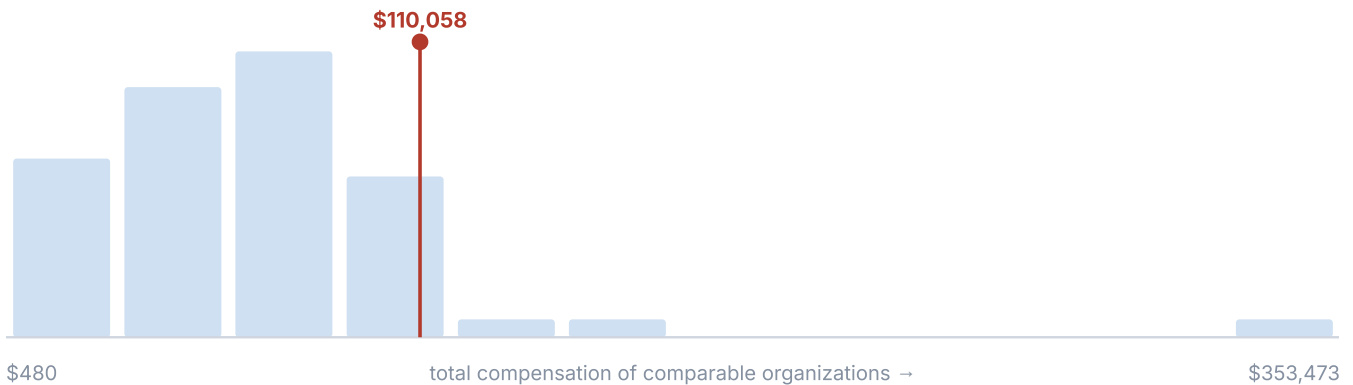
**Benchmarked executive:** Erin Freeborn — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I40).
BUDGET	Total revenue between \$217,275 and \$486,438 — 0.67x to 1.50x the subject's \$324,292 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I40), nationwide + budget 0.67–1.5x revenue.

**52** organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,752	\$33,217	\$61,167	\$86,529	\$107,743	<b>\$110,058</b>
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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
<a href="#">Mileposts Foundation Inc</a>	FL	\$323,586	President	\$2,119	<b>\$2,215</b>	2024
<a href="#">Navajo Bic Overcomers</a>	NM	\$328,873	Executive Di	\$4,235	<b>\$5,069</b>	2024
<a href="#">Smile Inc</a>	WI	\$329,122	Ceo	\$67,525	<b>\$80,796</b>	2023
<a href="#">Childrens Voice Casa Inc</a>	GA	\$318,188	Executive Dir.	\$66,540	<b>\$76,652</b>	2023
<a href="#">Transitions Of Dyer County</a>	TN	\$335,492	Executive Director	\$45,050	<b>\$52,696</b>	2024
<a href="#">Fou Movement Inc</a>	CA	\$312,488	Ceo	\$19,900	<b>\$19,122</b>	2024
<a href="#">Women Of Substance &amp; Men Of Honor</a>	CA	\$311,830	President	\$43,551	<b>\$43,085</b>	2023
<a href="#">1 Hundred Years Enterprise Foundation</a>	CA	\$310,760	President	\$8,775	<b>\$8,681</b>	2023
<a href="#">Ncircle Inc</a>	KS	\$338,461	Executive Dir.	\$69,973	<b>\$86,608</b>	2023
<a href="#">Phoenix Rising Transitions</a>	OR	\$309,798	Executive Director	\$55,274	<b>\$58,809</b>	2023
<a href="#">Released</a>	FL	\$307,763	Executive Director	\$20,142	<b>\$20,514</b>	2025
<a href="#">Bethany Haven Inc</a>	KY	\$344,379	Executive Director	\$52,648	<b>\$61,322</b>	2025
<a href="#">R-3 Restorations</a>	KY	\$303,947	Executive Di	\$77,809	<b>\$95,774</b>	2023
<a href="#">North Alabama Court Referral</a>	AL	\$301,657	Exec Dir	\$123,820	<b>\$148,859</b>	2024
<a href="#">Trinity Restoration Ministries</a>	TX	\$346,973	President/executive Director	\$27,000	<b>\$30,944</b>	2023
<a href="#">Joshua's Promise Ministries Inc</a>	FL	\$353,006	President	\$37,200	<b>\$38,889</b>	2024
<a href="#">Unlock Tomorrow</a>	CA	\$292,428	President	\$48,560	<b>\$46,662</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">A Safe Space Of St Charles</a>	LA	\$289,384	Executive Director	\$26,004	<b>\$31,864</b>	2024
<a href="#">Rebuilding Exoffenders Successfully</a>	FL	\$360,213	Executive Director	\$72,000	<b>\$75,270</b>	2024
<a href="#">The Four-seven Inc</a>	OH	\$280,797	Executive Director	\$73,392	<b>\$86,503</b>	2024
<a href="#">Celebrate Forever Families</a>	TX	\$376,007	Out Going Executive Director	\$54,808	<b>\$61,011</b>	2024
<a href="#">Man Up Inc</a>	RI	\$377,528	Ceo/founder	\$108,536	<b>\$115,815</b>	2024
<a href="#">This Is Living Ministries</a>	TN	\$380,610	President	\$44,200	<b>\$51,702</b>	2024
<a href="#">The Childrens Law Project Of Hawaii</a>	HI	\$391,252	Executive Director	\$46,565	<b>\$46,393</b>	2024
<a href="#">Made Transitional Services</a>	NY	\$255,204	Executive Dir.	\$30,327	<b>\$32,684</b>	2022

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	52 organizations. Compensation range \$480–\$353,473; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$324,292); for reference, expenses \$343,821 and assets \$517,295.
ROLE MATCH	Erin Freeborn, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	90 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	94 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	90 <sup>th</sup>

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 (Erin Freeborn) 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 52 similarly situated organizations (Same NTEE sector (I40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,058 is reasonable (approximately the 90<sup>th</sup> 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.