

Center For Restorative Approaches

Executive Director / CEO

EIN **464166766**
 LA · NTEE B90
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Troi Bechet, Executive Director / CEO** (\$130,000) against **every comparable organization** that fit the selection criteria — **429** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Troi Bechet — reported title “FOUNDER AND CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

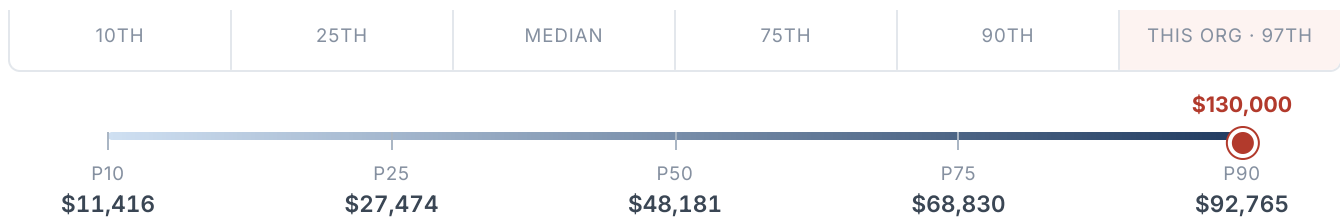
SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$182,394 and \$408,346 — 0.67x to 1.50x the subject's \$272,231 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

429 organizations qualified on sector, size, and geography → **429** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,416	\$27,474	\$48,181	\$68,830	\$92,765	\$130,000
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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 LA 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
Free Alas	LA	\$272,045	Executive Director	\$86,850	\$86,850	2024
Northbridge College Success Program	AZ	\$271,734	Executive Dir.	\$71,342	\$62,310	2024
Hartford Parent University	CT	\$271,620	Executive Di	\$81,600	\$67,691	2025
Inspirededucation Inc	OH	\$271,292	Executive Director	\$48,375	\$47,905	2023
Joshua 19 A Non Profit Organization	WA	\$271,035	President, Executive Director, Summit Seekers Director And Teacher	\$60,565	\$47,975	2025
Return To Roots Learning Community	NH	\$270,669	Director	\$54,843	\$45,989	2024
Words In The Wild	CA	\$270,630	Executive Dir.	\$24,320	\$19,072	2024
Educators Leading The Profession	IN	\$270,500	Executive Director	\$197,004	\$188,671	2024
True North Academy Inc	FL	\$274,290	Academy Director	\$17,261	\$14,346	2025
Glowmundo Creations Inc	CO	\$270,082	Executive Director / Presi	\$90,000	\$80,687	2023
Main Street Steamboat Springs Inc	CO	\$274,514	Executive Director	\$72,468	\$63,106	2024
Camp Hope Of Southwest Washington	WA	\$269,860	Executive Dir.	\$42,000	\$34,149	2024
Nakamoto Project	WY	\$275,000	President	\$44,090	\$44,142	2023
Women In America Inc	PA	\$275,028	Executive Director	\$170,769	\$154,655	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oregon School Activities Assoc Fdtn	OR	\$275,696	President	\$58,533	\$49,365	2024
New York Math Circle Inc	NY	\$268,290	President	\$98,664	\$80,967	2024
Computer Banc	IL	\$268,034	Executive Dir.	\$75,000	\$68,939	2023
Foundation For Santa Barbara High School	CA	\$276,838	Executive Director	\$50,592	\$39,674	2024
Dramatic Truth Ministries	MO	\$267,554	Director Of Operations	\$1,890	\$1,818	2024
Love Chloe Foundation	KS	\$267,387	President	\$45,971	\$46,435	2023
Minnesota Guild Of Public Charter Schools	MN	\$277,177	Executive Director	\$96,567	\$86,655	2024
Climb The Mountain Speech And Debate Foundation	WA	\$267,206	Executive Director	\$42,000	\$34,149	2024
Emerging Scholars Program Inc	VA	\$266,999	Executive Director	\$54,250	\$47,570	2024
Thoreau Community Center	NM	\$266,920	Executive Director	\$54,198	\$54,503	2023
Chicago Pre-college Science And Engineering Program	IL	\$266,198	President And Ceo	\$38,240	\$34,141	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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	429 organizations. Compensation range \$9–\$408,210; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$272,231); for reference, expenses \$397,581 and assets \$121,186. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Troi Bechet, reported title " <i>FOUNDER AND CEO</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	11 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	97 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	94 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 (Troi Bechet) 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 429 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$130,000 is reasonable (approximately the 97th 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.