

Urbanpromise Honduras Inc

Executive Director / CEO

EIN 475558267

TN · NTEE I21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Blair Quinius, Executive Director / CEO** (\$76,563) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: John Blair Quinius — 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 (I21).

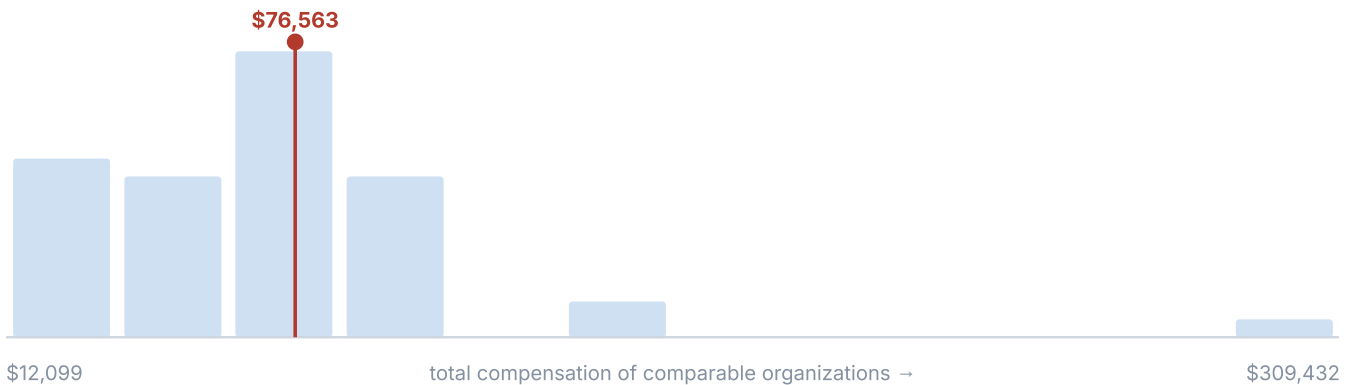
BUDGET Total revenue between \$284,735 and \$637,467 — 0.67x to 1.50x the subject's \$424,978 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (I21), nationwide + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography

→ **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,858	\$46,006	\$67,124	\$86,394	\$95,455	\$76,563
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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 TN 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 Bridge Ministry Center	MI	\$424,808	Executive Di	\$87,829	\$86,244	2023
Police And Kids Foundation Inc	FL	\$427,255	President	\$90,000	\$80,435	2023
Atwood Elder Housing Inc	MA	\$416,558	President/treasurer	\$14,570	\$12,099	2024
Three Sisters Gardens	NV	\$442,200	Ceo	\$104,000	\$96,330	2024
Books Over Balls	IL	\$405,059	Chief Executive Office	\$59,020	\$55,201	2023
Unmask Youth Program	PA	\$402,893	Founder/board Member	\$100,000	\$94,872	2023
Mustard Seed Project	NC	\$448,990	President	\$32,000	\$30,554	2024
Court Appointed Special Advocates	CA	\$449,269	Executive Director	\$76,387	\$62,751	2023
Restorative Justice Partners Inc	CA	\$399,233	Executive Director	\$85,365	\$66,359	2025
Peacemaker Resources	MN	\$395,842	Executive Di	\$45,446	\$42,721	2023
Asservo Project Inc	PA	\$393,666	Chairman Exec Dir	\$120,000	\$110,580	2024
Collective Climb	PA	\$388,511	Executive Director	\$69,713	\$64,241	2024
Wilmington Youth Rowing Association	DE	\$383,901	Executive Director	\$34,842	\$31,525	2024
Childrens Rescue Center Inc	OH	\$381,142	Co-president	\$37,604	\$37,891	2023
Saveone	TN	\$379,989	President	\$92,431	\$89,779	2024
Reimagine Justice Illinois	IL	\$378,213	Co-executive Director	\$95,264	\$86,543	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Calvary Community Outreach Network	MO	\$472,490	Executive Director/ceo	\$26,601	\$26,035	2024
Brother Carl Hardrick Institute For	CT	\$473,644	President	\$103,968	\$90,078	2024
East Baton Rouge Truancy	LA	\$483,761	Executive Di	\$89,800	\$91,373	2024
Heroes Academy Inc	KS	\$366,125	Executive Director; Thru July 2022	\$66,731	\$68,585	2023
New Light Community Resource Foundation	SC	\$489,433	Executive Director	\$18,500	\$17,834	2024
Tri-agency Intervention Inc	KS	\$494,131	Executive Director	\$89,273	\$91,753	2023
The Free Root Operation Inc	IL	\$347,806	President	\$60,865	\$55,293	2024
Dupage County Area Project Inc	IL	\$508,763	Executive Director	\$79,982	\$72,660	2024
Save Our Youth	CA	\$510,572	Executive Director	\$94,507	\$77,637	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 **47** organizations. Compensation range \$12,099–\$309,432; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$424,978); for reference, expenses \$627,675 and assets \$444,672. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	John Blair Quinius, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	66 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	64 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 (John Blair Quinius) 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 47 similarly situated organizations (Same NTEE sector (I21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,563 is reasonable (approximately the 66th 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.