

# Community Lawyers Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Rosa Hirji, Executive Director / CEO** (\$28,600) against **every comparable organization** that fit the selection criteria — **334** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Rosa Hirji — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (199).
BUDGET	Total revenue between \$139,088 and \$311,392 — 0.67x to 1.50x the subject's \$207,595 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

**334** organizations qualified on sector, size, and geography → **334** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,859	\$41,425	\$63,516	\$88,103	\$112,885	\$28,600
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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 CA 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="#">Dayonenotdaytwo</a>	PA	\$207,532	Executive Director	\$10,565	<b>\$12,201</b>	2024
<a href="#">Center For Integrity In Forensic</a>	WI	\$208,031	Executive Director	\$122,813	<b>\$152,924</b>	2023
<a href="#">Friends Of Western Pa Cares For Kids Inc</a>	PA	\$207,155	Executive Director	\$48,377	<b>\$57,520</b>	2023
<a href="#">Lasalle County Childrens Advocacy Center</a>	IL	\$206,603	Director	\$57,100	<b>\$66,930</b>	2023
<a href="#">Denver Bar Foundation</a>	CO	\$208,619	Former Exec. Director	\$31,872	<b>\$35,392</b>	2024
<a href="#">Casa Of The 5th Judicial District</a>	WY	\$206,544	Executive Director	\$71,809	<b>\$86,754</b>	2025
<a href="#">Open Immigration Legal Services Inc</a>	CA	\$208,729	President	\$59,013	<b>\$59,013</b>	2024
<a href="#">A Child Is Missing Inc</a>	FL	\$208,762	Executive Di	\$62,292	<b>\$67,769</b>	2024
<a href="#">Inner Banks Stem Center</a>	NC	\$208,896	President	\$6,625	<b>\$8,162</b>	2023
<a href="#">Mediation Center Of Greater Gb Inc</a>	WI	\$206,166	Executive Di	\$54,786	<b>\$66,261</b>	2024
<a href="#">District Of Columbia Access To Justice</a>	DC	\$209,062	Executive Dir.	\$125,655	<b>\$127,696</b>	2024
<a href="#">Lived Experiences Inc</a>	CA	\$205,975	Founder	\$42,000	<b>\$42,000</b>	2024
<a href="#">Disability Legal Services Of Indiana</a>	IN	\$209,446	Executive Director	\$79,163	<b>\$96,678</b>	2024
<a href="#">Unite Greensboro Jail Ministry</a>	NC	\$209,528	Chaplain	\$34,314	<b>\$41,060</b>	2024
<a href="#">Southern Grit Advocacy</a>	TX	\$205,526	President	\$53,917	<b>\$62,459</b>	2024
<a href="#">Reaching Out From Within Inc</a>	KS	\$209,688	Executive Director	\$68,125	<b>\$87,749</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Open Hearts Open Minds</a>	OR	\$205,384	Executive Director	\$50,580	<b>\$54,396</b>	2024
<a href="#">Casa 3rd Judicial District Inc</a>	AR	\$205,202	Former Executive Director	\$44,943	<b>\$56,996</b>	2025
<a href="#">Race Matters For Juvenile Justice</a>	NC	\$210,192	Executive Director	\$96,000	<b>\$114,874</b>	2024
<a href="#">Getpaid Inc</a>	PA	\$204,940	Executive Vice President	\$45,523	<b>\$52,573</b>	2024
<a href="#">Take Action Mon Valley</a>	PA	\$210,446	President & Ceo	\$70,250	<b>\$81,130</b>	2024
<a href="#">Bold Solutions</a>	WA	\$210,452	Director	\$41,387	<b>\$45,990</b>	2022
<a href="#">Neighborhood Mediation Center</a>	NV	\$204,667	Executive Director	\$69,000	<b>\$80,097</b>	2024
<a href="#">Prison Impact Ministries</a>	MT	\$210,665	President	\$126,000	<b>\$157,290</b>	2024
<a href="#">She's Somebody's Daughter</a>	PA	\$210,773	Program Director	\$36,050	<b>\$41,633</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	<b>334</b> organizations. Compensation range \$11–\$471,140; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$207,595); for reference, expenses \$224,385 and assets \$90,267.
ROLE MATCH	Rosa Hirji, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 8 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	15 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	17 <sup>th</sup>
Reportable pay only (column D), adjusted	18 <sup>th</sup>
All sources (D + E + F), adjusted	13 <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 (Rosa Hirji) 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 334 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,600 is reasonable (approximately the 15<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.