

The Justice Coalition Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Robert Bracewell, Executive Director / CEO** (\$43,008) against **every comparable organization** that fit the selection criteria — **354** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

Benchmarked executive: Robert Bracewell — reported title "OFFICER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I01).
BUDGET	Total revenue between \$142,473 and \$318,970 — 0.67x to 1.50x the subject's \$212,647 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

354 organizations qualified on sector, size, and geography → **354** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$15,609	\$38,791	\$59,226	\$81,688	\$102,449	\$43,008
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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 FL 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
New Life Mission Inn - Missouri	MO	\$212,605	Executive Di	\$36,193	\$42,011	2023
Greater Falls Community Justice Center	VT	\$212,483	Executive Director	\$49,920	\$53,486	2024
Education Law Association	PA	\$212,035	Executive Di	\$77,610	\$84,819	2023
The Verb Kind Inc	FL	\$213,816	President	\$9,250	\$9,523	2023
She's Somebody's Daughter	PA	\$210,773	Program Director	\$36,050	\$38,268	2024
Prison Impact Ministries	MT	\$210,665	President	\$126,000	\$144,579	2024
Lawrence County Dui Program Inc	PA	\$214,683	Director, Sec./treas.	\$82,112	\$84,918	2025
Bold Solutions	WA	\$210,452	Director	\$41,387	\$42,273	2022
Take Action Mon Valley	PA	\$210,446	President & Ceo	\$70,250	\$74,573	2024
Nokomis East Neighborhood Association	MN	\$214,947	Executive Director	\$70,513	\$74,168	2024
Race Matters For Juvenile Justice	NC	\$210,192	Executive Director	\$96,000	\$105,590	2024
Minnesota Corrections Association	MN	\$215,267	Admin Manager	\$34,523	\$36,312	2024
Sustainable Alamance	NC	\$215,496	Director	\$50,000	\$54,995	2024
Reaching Out From Within Inc	KS	\$209,688	Executive Director	\$68,125	\$80,658	2023
Unite Greensboro Jail Ministry	NC	\$209,528	Chaplain	\$34,314	\$37,742	2024
Disability Legal Services Of Indiana	IN	\$209,446	Executive Director	\$79,163	\$88,865	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
District Of Columbia Access To Justice	DC	\$209,062	Executive Dir.	\$125,655	\$117,376	2024
Inner Banks Stem Center	NC	\$208,896	President	\$6,625	\$7,502	2023
Community Mediation Of St Marys County Inc	MD	\$216,436	Director	\$72,545	\$70,335	2025
A Child Is Missing Inc	FL	\$208,762	Executive Di	\$62,292	\$62,292	2024
Open Immigration Legal Services Inc	CA	\$208,729	President	\$59,013	\$54,244	2024
Oregon Executive Development	OR	\$216,668	Executive Di	\$33,720	\$33,334	2024
Denver Bar Foundation	CO	\$208,619	Former Exec. Director	\$31,872	\$32,532	2024
Redirections Of Rockingham County	NC	\$216,870	Executive Director	\$37,000	\$41,898	2023
Oklahoma Agriculture Mediation Program	OK	\$217,000	Executive Dir.	\$103,544	\$121,368	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 354 organizations. Compensation range \$10–\$433,064; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$212,647); for reference, expenses \$195,111 and assets \$13,830.

ROLE MATCH Robert Bracewell, reported title *"OFFICER"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	30 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	26 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 (Robert Bracewell) 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 354 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,008 is reasonable (approximately the 30th 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.