

Court Referral Services

Executive Director / CEO

EIN 631137037

AL · NTEE I51Z

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Jesse Christian, Executive Director / CEO** (\$47,535) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

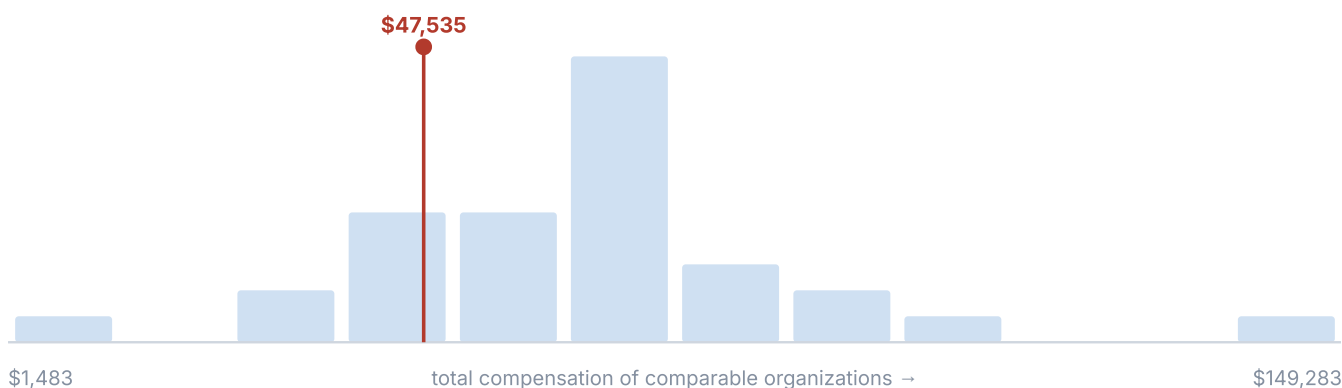
Benchmarked executive: Jesse Christian — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (I51Z).
- BUDGET Total revenue between \$256,997 and \$575,367 — 0.67x to 1.50x the subject's \$383,578 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (I51), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$39,566	\$51,417	\$64,296	\$73,795	\$89,821	\$47,535
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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 AL 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
Northwest Consumer Law Center	WA	\$373,988	Executive Director	\$124,364	\$103,064	2024
Piedmont Mediation Center Inc	NC	\$373,596	Executive Di	\$56,372	\$53,916	2024
Wenatchee Valley Dispute Resolution	WA	\$365,647	Executive Director	\$89,211	\$73,932	2024
Triad Restorative Justice	NC	\$403,331	Executive Director	\$49,420	\$47,267	2024
Kuikahi Mediation Center Inc	HI	\$408,892	Executive Di	\$84,779	\$68,448	2025
Fort Bend County Dispute	TX	\$358,183	Executive Di	\$76,034	\$68,587	2025
Dispute Resolution Center	MN	\$414,096	Executive Di	\$90,389	\$85,115	2023
Northwest Mediation Center	WA	\$420,213	Executive Dir.	\$67,725	\$56,126	2024
Center For Dispute Resolution	MI	\$420,565	Executive Director (Current)	\$37,359	\$36,747	2023
St Louis Mediation Project Inc	MO	\$344,806	President/treasurer	\$1,470	\$1,483	2023
Tri Community Mediation Inc	MD	\$335,301	Executive Di	\$38,010	\$32,893	2024
Conflict Resolution Center Of Montgomery	MD	\$439,875	Executive Dir.	\$95,542	\$85,123	2023
Utah Dispute Resolution	UT	\$313,746	Executive Director	\$69,783	\$64,406	2025
Dispute Resolution Center Of	MI	\$453,541	Executive Director	\$81,931	\$80,590	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Resolution Center Of Jefferson And	NY	\$312,427	Executive Di	\$56,488	\$47,248	2024
Benton Franklin Dispute Resolution Ctr	WA	\$459,789	Executive Director	\$75,059	\$64,041	2023
Northern Virginia Mediation	VA	\$468,491	Executive Director	\$100,500	\$89,821	2024
Accord A Center For Dispute	NY	\$473,999	Executive Director	\$78,729	\$64,154	2025
Mediation Services Of Maui Inc	HI	\$474,303	Executive Di	\$86,330	\$73,657	2023
Conflict Resolution Center Inc	NC	\$285,387	Executive Director	\$44,101	\$41,092	2025
Restorative Arlington	VA	\$280,733	Executive Director	\$68,091	\$60,856	2024
St Croix Valley Restorative	WI	\$264,006	Executive Di	\$71,784	\$71,443	2023
Yolo Conflict Resolution Center	CA	\$263,331	Executive Director	\$78,134	\$64,296	2023
San Joaquin Fair Housing Foundation Inc	CA	\$261,677	Executive Dir.	\$60,375	\$49,682	2023
Center For Creative Justice	IA	\$260,473	Executive Dir.	\$67,053	\$67,959	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 31 organizations. Compensation range \$1,483–\$149,283; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$383,578); for reference, expenses \$500,253 and assets \$696,330.

ROLE MATCH Jesse Christian, reported title "*DIRECTOR*", 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.**

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	23 rd
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	23 rd

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 (Jesse Christian) 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 31 similarly situated organizations (Same NTEE sector (I51), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,535 is reasonable (approximately the 23rd 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.