

The Future Of Freedom Foundation

Executive Director / CEO

EIN 742543375
 VA · NTEE R030
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jacob G Hornberger, Executive Director / CEO** (\$79,847) against **every comparable organization** that fit the selection criteria — **395** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

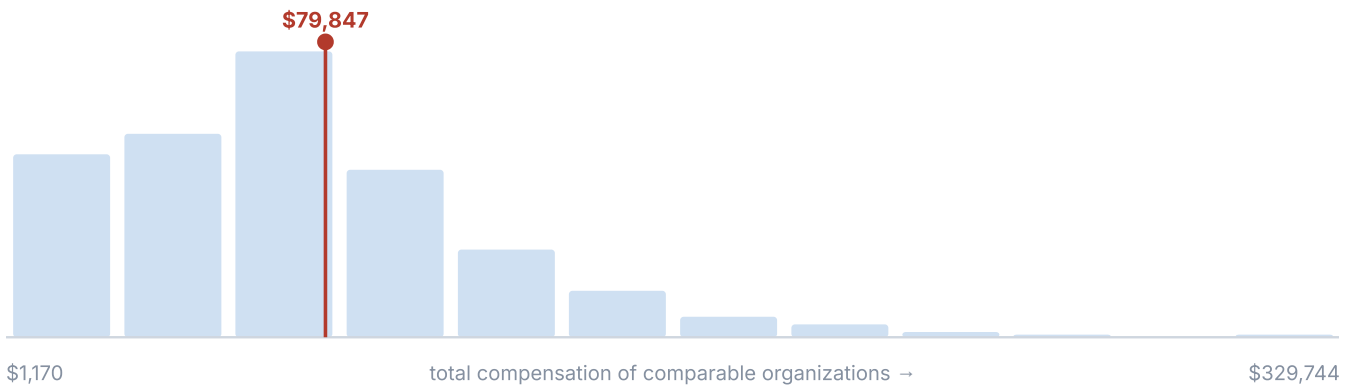
Benchmarked executive: Jacob G Hornberger — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R030).
BUDGET	Total revenue between \$209,590 and \$469,233 — 0.67x to 1.50x the subject's \$312,822 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

395 organizations qualified on sector, size, and geography → **395** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,854	\$39,233	\$68,858	\$95,619	\$132,872	\$79,847
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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 VA 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
Project 68 Inc	FL	\$312,500	Executive Dir.	\$37,650	\$36,631	2024
We The Patriots Usa Inc	ID	\$311,241	President	\$150,000	\$165,263	2024
Mi Casa	NC	\$314,942	Executive Director	\$2,390	\$2,558	2024
Grove Action Fund	CA	\$309,945	Managing Director	\$368,711	\$329,744	2024
Take Back The Court Action Fund	CA	\$315,887	President	\$22,945	\$20,520	2024
Verily Magazine Inc	OH	\$309,680	Executive Director	\$100,000	\$109,695	2024
The Witness Institute	MD	\$316,052	Executive Director	\$192,859	\$186,739	2024
Young Americans Against Socialism	CA	\$309,201	Vice President	\$46,418	\$41,512	2024
Sgm Alliance Inc	FL	\$316,936	Treasurer	\$4,940	\$4,948	2023
Survivor Justice Action Inc	TX	\$317,100	Ceo/secretary	\$46,354	\$48,023	2024
First Choice Pregnancy Resource Center	WI	\$307,962	Executive Director	\$38,289	\$42,638	2023
Arab Film And Media Institute	CA	\$307,253	Executive Director	\$50,000	\$44,716	2024
Court Appointed Special Advocate	MD	\$307,143	Executive Direc	\$73,410	\$73,180	2023
Based Politics Inc	GA	\$318,646	Ceo	\$75,540	\$80,988	2023
Beginnings Care For Life Center	MI	\$306,496	Executive Director	\$47,433	\$50,706	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Progressive Multiplier Action Fund	DC	\$319,217	Executive Director	\$27,995	\$25,443	2024
Institute For Liberatory Innovation	VT	\$319,858	Executive Dir.	\$38,462	\$40,094	2024
Equality Nc	NC	\$320,180	Executive Director	\$16,202	\$17,338	2024
Polichic Engagement Fund	TX	\$305,121	Founder	\$36,714	\$39,159	2023
Richmonders Involved To Strengthen Our Communities	VA	\$320,782	Lead Organizer	\$80,000	\$82,363	2023
Movement For Justice In El Barrio Inc	NY	\$304,856	Executive Director	\$128,087	\$119,873	2024
Iowa Faith And Freedom Coalition	IA	\$304,816	President	\$99,410	\$112,732	2024
Rockdale Casa Inc	GA	\$320,892	Director	\$57,000	\$57,828	2025
Boston Lesbigay Urban Foundation	MA	\$321,060	President	\$101,580	\$94,539	2024
Pennsylvania Firearms Association	PA	\$304,421	Executive Director	\$74,000	\$76,429	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 **395** organizations. Compensation range \$1,170–\$329,744; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$312,822); for reference, expenses \$409,188 and assets \$278,891.

ROLE MATCH	Jacob G Hornberger, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	62 nd
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	55 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 (Jacob G Hornberger) 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 395 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,847 is reasonable (approximately the 62nd 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.