

# Center For Urban Families Fund Inc

Executive Director / CEO

EIN 770710204  
 MD · NTEE P11  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Joseph T Jones Jr, Executive Director / CEO** (\$283,238) against **every comparable organization** that fit the selection criteria — **126** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 100<sup>th</sup> percentile of comparable organizations** above the 90th percentile — board review recommended

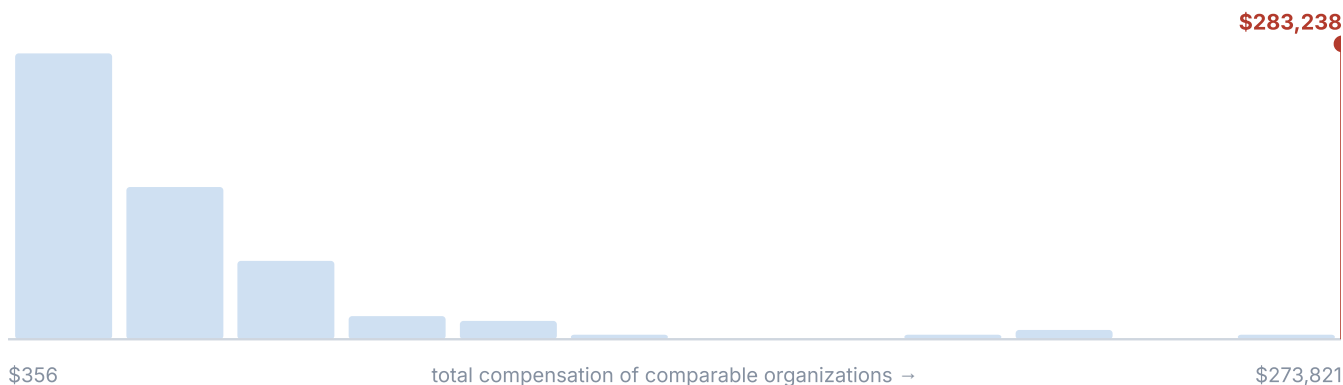
**Benchmarked executive:** Joseph T Jones Jr — reported title “PRESIDENT/FOUNDER”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P11).
BUDGET	Total revenue between \$25,886 and \$57,955 — 0.67x to 1.50x the subject's \$38,637 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**126** organizations qualified on sector, size, and geography → **126** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,254	\$11,080	\$23,665	\$44,832	\$68,955	<b>\$283,238</b>
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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 MD 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="#">Vocal-ny Action Fund Inc</a>	NY	\$38,650	Co-executive Director	\$43,682	<b>\$42,221</b>	2023
<a href="#">Texas Neighborhood Services Education Fo</a>	TX	\$39,022	Executive Director	\$16,845	<b>\$18,023</b>	2023
<a href="#">Chase Memorial Community Center Inc</a>	NY	\$38,242	Ceo (From 8/1/23)	\$29,359	<b>\$27,563</b>	2024
<a href="#">Warriors Weekend</a>	TX	\$38,215	President	\$48,000	<b>\$49,885</b>	2024
<a href="#">Athletes Services Network America</a>	TX	\$39,192	Commissioner	\$25,200	<b>\$26,189</b>	2024
<a href="#">Friends Of Abilities First</a>	MO	\$37,795	Executive Di	\$35,133	<b>\$38,660</b>	2024
<a href="#">National Association Of Police Organizations Relief Fund</a>	VA	\$39,512	Executive Direcor And General Counsel	\$64,655	<b>\$66,774</b>	2023
<a href="#">The Jimmy Carroll Foundation</a>	NC	\$39,679	Executive Di	\$65,000	<b>\$71,838</b>	2023
<a href="#">Fort Wayne Rescue Mission</a>	IN	\$37,564	Former Ceo	\$40,226	<b>\$44,073</b>	2024
<a href="#">Learning For Success Inc</a>	FL	\$39,790	Board Member	\$1,500	<b>\$1,426</b>	2025
<a href="#">North Hill Communities Inc</a>	MA	\$37,428	President & Ceo (Until 07/23)	\$112,247	<b>\$104,795</b>	2024
<a href="#">Road To Recovery Inc</a>	NJ	\$37,416	President	\$30,957	<b>\$27,976</b>	2025
<a href="#">Artemis Endeavor Inc</a>	NY	\$40,002	Executive Director	\$24,980	<b>\$23,451</b>	2024
<a href="#">Down Syndrome Information Alliance</a>	CA	\$37,233	Key Employee	\$2,996	<b>\$2,767</b>	2023
<a href="#">Vern Jolly Corporation</a>	NM	\$37,161	Executive Director	\$27,258	<b>\$30,459</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Polestar Gardens Inc</a>	CO	\$37,140	President	\$39,000	<b>\$38,852</b>	2024
<a href="#">Altruistry Foundation Inc</a>	FL	\$40,173	Executive Director / Secretary	\$96,000	<b>\$93,696</b>	2024
<a href="#">Ms Court Advocacy And Justice</a>	MS	\$36,881	Executive Director	\$54,683	<b>\$65,144</b>	2023
<a href="#">The Esther Jeanette Shumpert Walker</a>	SC	\$40,413	Ceo/presiden	\$193,204	<b>\$215,592</b>	2023
<a href="#">Center For Justice &amp; Freedom Inc</a>	NY	\$40,462	President	\$291,667	<b>\$273,821</b>	2024
<a href="#">The Roo Crew</a>	SC	\$40,507	Director	\$17,760	<b>\$19,818</b>	2023
<a href="#">Olean-bradford Ymca Foundation Inc</a>	NY	\$40,552	Ceo, Secretary	\$9,047	<b>\$8,744</b>	2023
<a href="#">Edinburgh Usa Pro-am Foundation</a>	MN	\$40,648	Chairman/gambling Manager	\$13,500	<b>\$13,859</b>	2024
<a href="#">Dorothys Daugther</a>	CA	\$40,698	Ceo	\$32,400	<b>\$29,066</b>	2024
<a href="#">Union Towers Senior Citizens Inc</a>	MA	\$40,791	Executive Director	\$18,937	<b>\$17,680</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 126 organizations. Compensation range \$356–\$273,821; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$38,637); for reference, expenses \$0 and assets \$903,239.  
**Revenue and expenses diverge this year — revenue may misrepresent operating size;**

**weigh the expense-based view.**

ROLE MATCH	Joseph T Jones Jr, reported title " <i>PRESIDENT/FOUNDER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	46 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	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	99 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	94 <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 (Joseph T Jones Jr) 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 126 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$283,238 is reasonable (approximately the 100<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.