

Family Forward Action

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Bernstein Sharon, Executive Director / CEO** (\$20,027) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Bernstein Sharon — reported title "INTERIM CO-EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S21).

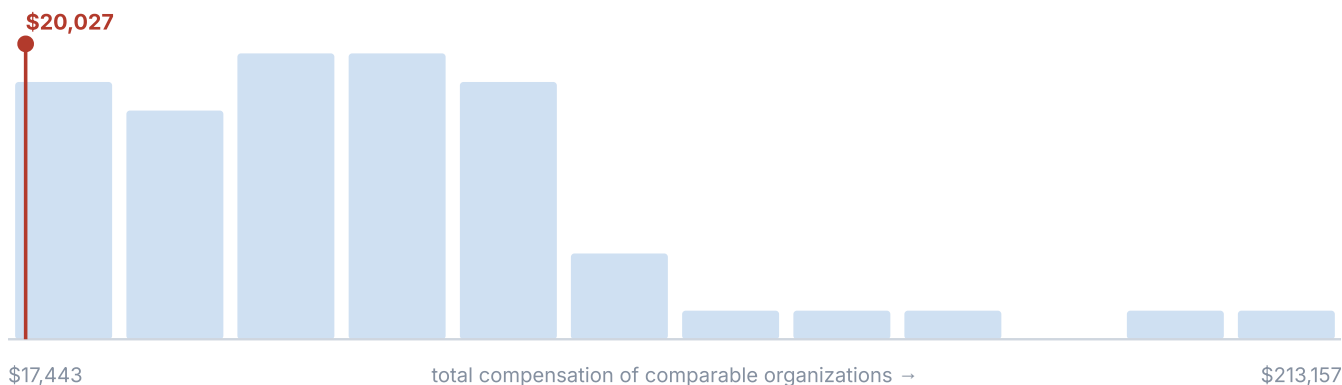
BUDGET Total revenue between \$220,967 and \$494,703 — 0.67x to 1.50x the subject's \$329,802 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S21), nationwide + budget 0.67–1.5x revenue.

54 organizations qualified on sector, size, and geography

→ **54** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$28,140

\$46,880

\$66,278

\$86,322

\$106,619

\$20,027



● 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 OR 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
Brooklyn Bridge Manhattan Inc	NY	\$328,381	President	\$200,000	\$189,026	2024
Sana Roots Co	TX	\$326,496	Ceo	\$23,592	\$25,412	2023
The Urban Outreach Center Of New York City Inc	NY	\$333,938	Executive Director And Secretary	\$24,670	\$23,316	2024
Plaza Apartments Inc	KS	\$318,423	Executive Director	\$44,400	\$50,170	2024
Phoenix Community Alliance	AZ	\$344,617	President/ceo- Dpi	\$24,239	\$24,382	2024
Columbia-greene Addiction Coalition Inc	NY	\$314,537	Executive Director	\$85,000	\$80,336	2024
Rebuilding Together Boston Inc	MA	\$308,887	Executive Director	\$101,046	\$94,972	2024
Eastside Jewish Commons	OR	\$351,225	Treasurer	\$30,000	\$30,000	2023
Pittsburgh Cares	PA	\$351,812	Executive Di	\$70,414	\$73,445	2024
Upper Manhattan Together Inc	NY	\$307,486	Lead Organizer	\$91,538	\$86,516	2024
Washington State Coalition Of African	WA	\$299,240	Executive Director	\$29,200	\$27,343	2024
Pinnacle Of Purpose Inc	KY	\$298,910	Ceo	\$28,084	\$31,558	2024
District 2 Community Council	MN	\$296,580	Executive Director	\$64,480	\$66,640	2024
New Haven Rising Inc	CT	\$364,117	Secretary/director	\$104,206	\$102,192	2024
Okanogan County Community Coalition	WA	\$364,412	Executive Dir	\$64,895	\$62,565	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Multiply Goodness	ID	\$293,898	Director	\$40,833	\$46,775	2023
Neighborhood Preservation Coalition	NY	\$366,005	Executive Di	\$93,012	\$87,909	2024
Nehda Inc	NY	\$288,305	Executive Director	\$53,298	\$49,075	2025
Strategic Justice Initiatives Inc	FL	\$283,125	Executive Director	\$216,938	\$213,157	2024
South Texan's Property Rights	TX	\$280,821	Executive Di	\$55,000	\$57,544	2024
Leadership Medina County	OH	\$381,116	Executive Director	\$78,401	\$84,614	2025
Gedakina Inc	VT	\$386,304	President, E	\$93,866	\$98,818	2024
Board Of Latino Legislative Leaders	TX	\$272,300	Executive Director	\$63,000	\$65,915	2024
Interchurch Coalition For Action Reconciliation And Empowerment	FL	\$269,014	Lead Organizer/ Ed	\$69,415	\$68,205	2024
Community Cycles Of California Inc	CA	\$268,858	Ceo	\$70,000	\$65,089	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 54 organizations. Compensation range \$17,443–\$213,157; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$329,802); for reference, expenses \$397,094 and assets \$479,720.

ROLE MATCH	Bernstein Sharon, reported title <i>"INTERIM CO-EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	91 st

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 (Bernstein Sharon) 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 54 similarly situated organizations (Same NTEE sector (S21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,027 is reasonable (approximately the 2nd 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.