

The 516 Project Inc

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **James Roberson, Executive Director / CEO** (\$76,650) against **every comparable organization** that fit the selection criteria — **316** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

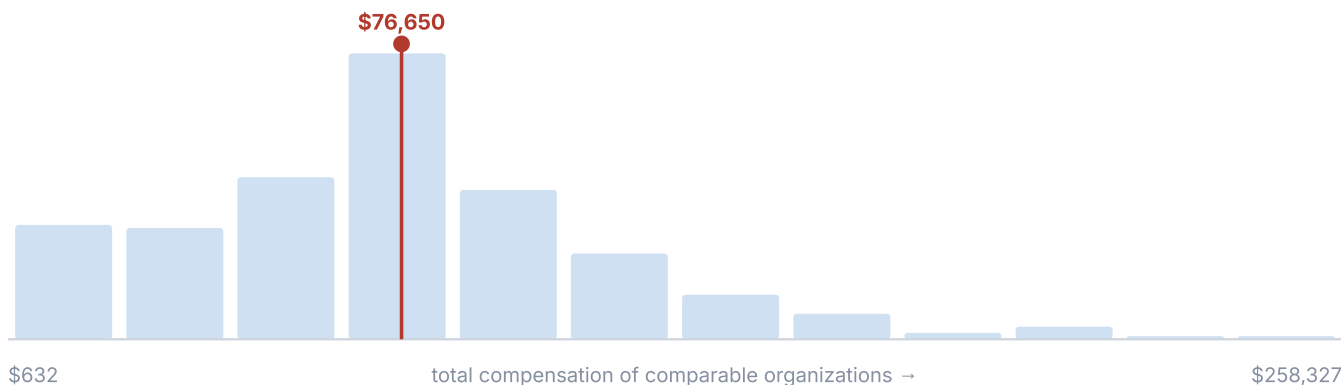
Benchmarked executive: James Roberson — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$305,741 and \$684,495 — 0.67x to 1.50x the subject's \$456,330 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

316 organizations qualified on sector, size, and geography → **316** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$18,587	\$47,882	\$72,539	\$94,572	\$127,827	\$76,650
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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
San Ysidro Improvement Corporation	CA	\$456,534	Executive Director	\$115,074	\$105,952	2023
Wellfleet Preservation Hall Inc	MA	\$456,639	Executive Di	\$92,000	\$85,623	2024
Conway Downtown Alive Inc	SC	\$457,137	Executive Director	\$73,363	\$79,267	2024
Navigating From Good To Great Foundation	SC	\$454,288	Ceo	\$20,683	\$22,347	2024
Woodhaven District Management	NY	\$454,160	Executive Dir.	\$65,772	\$61,554	2024
100 Black Men Greater Mobile Inc	AL	\$458,808	Executive Director	\$50,995	\$57,058	2024
Riverfront Plaza Garage Management	NJ	\$459,223	President	\$33,427	\$31,823	2023
Next Step Learning Center Inc	CA	\$453,357	Board President	\$150,000	\$134,147	2024
Neighborhood Engagement Hub	MI	\$460,324	Executive Director	\$77,599	\$82,953	2024
Fw4k Enterprise Inc	FL	\$452,226	Executive Director	\$72,000	\$70,052	2024
Community Chest Of Knox Co Inc	TN	\$461,949	President	\$6,000	\$6,532	2024
Catholic Community Relations	NY	\$450,000	Executive Director	\$276,028	\$258,327	2024
Integrative Communities Inc	CA	\$449,798	—	\$72,572	\$64,902	2024
Hbcu Cares	AL	\$463,977	Part-year Executive	\$59,500	\$66,574	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
			Director			
Mt Airy Community Services Corp	PA	\$464,584	President	\$45,000	\$47,850	2023
Castle Hill District Management Association Inc	NY	\$465,000	Executive Director	\$34,094	\$31,908	2024
Sabana Grande Community And Economic Development	PR	\$447,371	President	\$66,800	\$68,773	2023
Mobilisation Lab Collective Inc	NY	\$465,600	Officer	\$23,071	\$22,229	2023
Madison Ave - Crossroads Community	NJ	\$446,823	Executive Di	\$97,183	\$89,865	2024
Teachers Supporting Teachers	IL	\$465,984	Executive Director	\$125,189	\$127,467	2024
Neighborhood Conservation Services	OH	\$446,181	Exec Dir	\$59,246	\$66,910	2023
Family First Center Of Lake County	IL	\$466,631	Executive Dir.	\$84,285	\$88,354	2023
Staten Island Immigrant Center	NY	\$445,062	Executive Director	\$66,167	\$61,924	2024
360 Detroit Inc	MI	\$442,089	President	\$70,004	\$74,834	2024
West Virginia Land Stewardship	WV	\$442,083	Executive Director	\$50,000	\$57,725	2023

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	316 organizations. Compensation range \$632–\$258,327; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$456,330); for reference, expenses \$444,920 and assets \$341,514.
ROLE MATCH	James Roberson, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	56 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	51 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 (James Roberson) 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 10, 2026, comparing compensation against 316 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,650 is reasonable (approximately the 56th 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 10, 2026.