

# Asservo Project Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Joseph Sweeney, Executive Director / CEO** (\$120,000) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Joseph Sweeney — reported title “CHAIRMAN EXEC DIR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (I21).

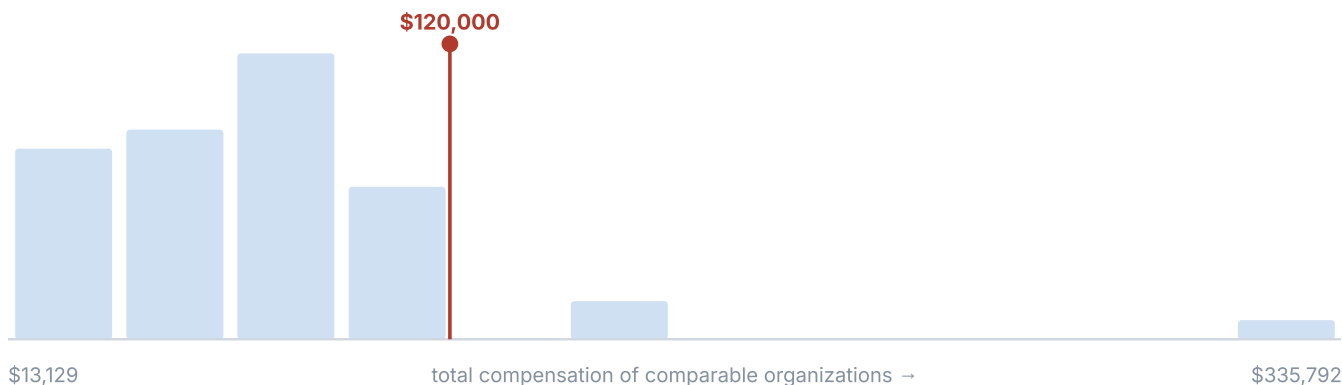
**BUDGET** Total revenue between \$263,756 and \$590,499 — 0.67x to 1.50x the subject's \$393,666 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (I21), nationwide + budget 0.67–1.5x revenue.

**47** organizations qualified on sector, size, and geography

→ **47** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$28,061	\$46,935	\$72,012	\$90,439	\$102,166	\$120,000
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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 PA 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="#">Peacemaker Resources</a>	MN	\$395,842	Executive Di	\$45,446	<b>\$46,360</b>	2023
<a href="#">Collective Climb</a>	PA	\$388,511	Executive Director	\$69,713	<b>\$69,713</b>	2024
<a href="#">Restorative Justice Partners Inc</a>	CA	\$399,233	Executive Director	\$85,365	<b>\$72,012</b>	2025
<a href="#">Unmask Youth Program</a>	PA	\$402,893	Founder/board Member	\$100,000	<b>\$102,954</b>	2023
<a href="#">Wilmington Youth Rowing Association</a>	DE	\$383,901	Executive Director	\$34,842	<b>\$34,210</b>	2024
<a href="#">Books Over Balls</a>	IL	\$405,059	Chief Executive Office	\$59,020	<b>\$59,903</b>	2023
<a href="#">Childrens Rescue Center Inc</a>	OH	\$381,142	Co-president	\$37,604	<b>\$41,119</b>	2023
<a href="#">Saveone</a>	TN	\$379,989	President	\$92,431	<b>\$97,427</b>	2024
<a href="#">Reimagine Justice Illinois</a>	IL	\$378,213	Co-executive Director	\$95,264	<b>\$93,915</b>	2024
<a href="#">Atwood Elder Housing Inc</a>	MA	\$416,558	President/treasurer	\$14,570	<b>\$13,129</b>	2024
<a href="#">Heroes Academy Inc</a>	KS	\$366,125	Executive Director; Thru July 2022	\$66,731	<b>\$74,427</b>	2023
<a href="#">The Bridge Ministry Center</a>	MI	\$424,808	Executive Di	\$87,829	<b>\$93,591</b>	2023
<a href="#">Urbanpromise Honduras Inc</a>	TN	\$424,978	Executive Director	\$76,563	<b>\$83,085</b>	2023
<a href="#">Police And Kids Foundation Inc</a>	FL	\$427,255	President	\$90,000	<b>\$87,287</b>	2023
<a href="#">The Free Root Operation Inc</a>	IL	\$347,806	President	\$60,865	<b>\$60,003</b>	2024
<a href="#">Three Sisters Gardens</a>	NV	\$442,200	Ceo	\$104,000	<b>\$104,536</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mustard Seed Project</a>	NC	\$448,990	President	\$32,000	<b>\$33,156</b>	2024
<a href="#">Court Appointed Special Advocates</a>	CA	\$449,269	Executive Director	\$76,387	<b>\$68,097</b>	2023
<a href="#">The Brothers Redefining Opportunity Experience Fdn Inc</a>	NY	\$335,308	Director	\$39,226	<b>\$36,594</b>	2023
<a href="#">E3 Education Excellence &amp; Equity</a>	CA	\$329,664	Board Member	\$60,000	<b>\$53,488</b>	2023
<a href="#">Good Kids Mad City - Englewood</a>	IL	\$327,251	Foundation Mgr.	\$66,667	<b>\$65,723</b>	2024
<a href="#">Public Safety Foundation</a>	MN	\$323,739	Executive Director/director	\$31,500	<b>\$31,212</b>	2024
<a href="#">Alive Roberts County Inc</a>	SD	\$322,713	Executive Director	\$303,418	<b>\$335,792</b>	2024
<a href="#">Johnston County Youth Services Inc</a>	NC	\$320,372	Executive Di	\$56,656	<b>\$58,703</b>	2024
<a href="#">Calvary Community Outreach Network</a>	MO	\$472,490	Executive Director/ceo	\$26,601	<b>\$28,253</b>	2024

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

## ● Sample, role match & sensitivity

**PEER COUNT** 47 organizations. Compensation range \$13,129–\$335,792; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$393,666); for reference, expenses \$305,203 and assets \$227,483.

ROLE MATCH	Joseph Sweeney, reported title " <i>CHAIRMAN EXEC DIR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	94 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	89 <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 Sweeney) 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 47 similarly situated organizations (Same NTEE sector (I21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,000 is reasonable (approximately the 94<sup>th</sup> 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.