

# Nashville Community Bail Fund

Executive Director / CEO

EIN 820976867

TN · NTEE I12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cyrus Wilson, Executive Director / CEO** (\$98,253) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Cyrus Wilson — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (I12).

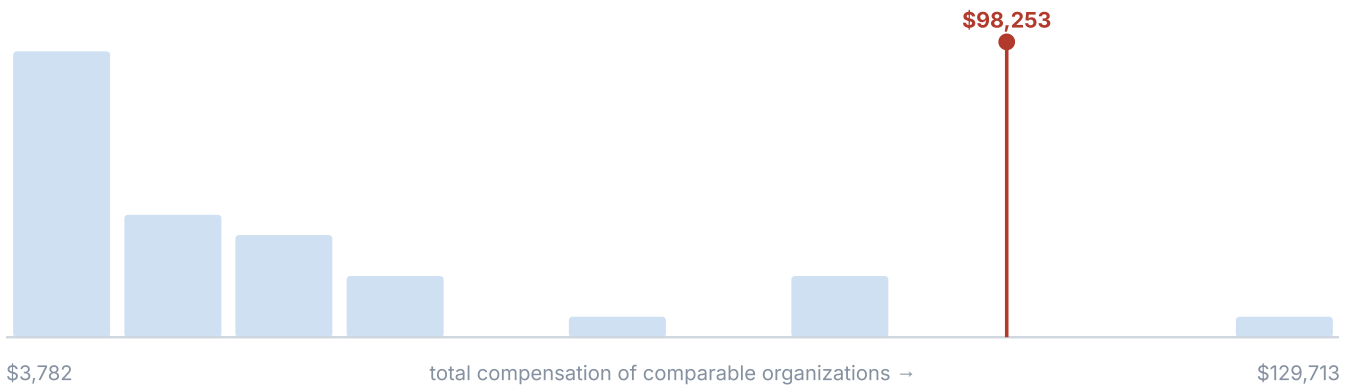
**BUDGET** Total revenue between \$38,500 and \$86,196 — 0.67x to 1.50x the subject's \$57,464 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

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

→ **33** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,020	\$8,640	\$16,430	\$33,528	\$77,289	\$98,253
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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 TN 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="#">Center For Reuniting Families</a>	CA	\$55,342	President	\$33,100	<b>\$27,191</b>	2024
<a href="#">Bluecoats Of Medina County Inc</a>	OH	\$55,231	Co-exec Dire	\$7,500	<b>\$7,557</b>	2024
<a href="#">Inside Out Inc</a>	OH	\$55,201	Treasurer	\$41,600	<b>\$40,837</b>	2025
<a href="#">Crime Stoppers Of Wayne County Inc</a>	NC	\$61,557	Executive Director	\$15,000	<b>\$15,180</b>	2023
<a href="#">Stop Dui Inc</a>	NV	\$52,163	Executive Director	\$28,971	<b>\$27,627</b>	2024
<a href="#">Truth Be Told</a>	TX	\$52,063	Executive Director	\$7,292	<b>\$6,939</b>	2024
<a href="#">Families Of Twa Flight 800 Association Inc</a>	NY	\$51,715	Secretary & Ceo	\$98,184	<b>\$84,405</b>	2024
<a href="#">Boo2bullying Inc</a>	CA	\$63,891	President	\$20,000	<b>\$16,430</b>	2024
<a href="#">Walter &amp; Connie Payton</a>	IL	\$65,377	Secretary	\$4,044	<b>\$3,782</b>	2024
<a href="#">La Asociacion Benefica Cultural</a>	NY	\$66,851	Executive Di	\$11,270	<b>\$9,688</b>	2024
<a href="#">Gasp Guardians Advocating Child</a>	OH	\$46,386	Executive Di	\$25,491	<b>\$26,444</b>	2023
<a href="#">North Carolina State Bar Foundation</a>	NC	\$45,805	Executive Di	\$33,129	<b>\$33,528</b>	2023
<a href="#">Bay Area Freedom Collective</a>	CA	\$71,132	Board Member	\$10,517	<b>\$8,640</b>	2024
<a href="#">Kentucky Conference For Community &amp;</a>	KY	\$71,802	Exec Director	\$59,000	<b>\$62,085</b>	2023
<a href="#">Andrea Project Inc</a>	TX	\$42,247	Executive Di	\$16,961	<b>\$16,141</b>	2024
<a href="#">Crime Stoppers Of Savannah-chatham</a>	GA	\$72,831	Executive Di	\$25,745	<b>\$24,627</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sheila D Brown Women's Center</a>	PA	\$42,037	Director Of Construction	\$13,787	<b>\$13,466</b>	2023
<a href="#">New Jersey Institute Of Local Government</a>	NJ	\$41,736	Executive Director	\$5,500	<b>\$4,672</b>	2024
<a href="#">Kinad Inc</a>	FL	\$73,362	Director	\$6,000	<b>\$5,521</b>	2023
<a href="#">Society-first Corporation</a>	FL	\$73,471	Vp	\$12,040	<b>\$11,079</b>	2023
<a href="#">Chestnut Resolutions Inc Nfp</a>	IL	\$74,807	Chair Of Board	\$138,688	<b>\$129,713</b>	2024
<a href="#">Columbus Police Foundation</a>	OH	\$40,038	Board Chair/	\$10,500	<b>\$10,580</b>	2024
<a href="#">Law Of The Wild</a>	WA	\$75,860	Ed/board Member	\$44,221	<b>\$38,778</b>	2023
<a href="#">Accountability Brothers</a>	CA	\$76,000	President &	\$5,788	<b>\$4,895</b>	2023
<a href="#">East Tennessee Probation Inc</a>	TN	\$78,155	Ceo/probation Officer	\$25,040	<b>\$25,780</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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** 33 organizations. Compensation range \$3,782–\$129,713; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$57,464); for reference, expenses \$281,499 and assets \$1,108,894. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Cyrus Wilson, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	97 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	79 <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 (Cyrus Wilson) 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 33 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$98,253 is reasonable (approximately the 97<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.