

# Ch Pennsylvania Under - 21 Holdings Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **John Ducoff, Executive Director / CEO** (\$52,048) against **every comparable organization** that fit the selection criteria — **405** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** John Ducoff — reported title "FORMER 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 (I11).
BUDGET	Total revenue between \$156,779 and \$350,998 — 0.67x to 1.50x the subject's \$233,999 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

**405** organizations qualified on sector, size, and geography → **405** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,037	\$36,412	\$55,700	\$75,177	\$94,896	\$52,048
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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="#">Rutland County Child First</a>	VT	\$233,936	Executive Di	\$50,346	<b>\$49,358</b>	2024
<a href="#">Newport Community Justice Ctr Inc</a>	VT	\$234,811	Executive Director	\$66,961	<b>\$65,646</b>	2024
<a href="#">Southwest District Law Enforcement</a>	LA	\$235,092	Executive Director	\$54,921	<b>\$57,385</b>	2025
<a href="#">The Vermont Children's Alliance</a>	VT	\$232,894	Executive Director	\$65,944	<b>\$64,649</b>	2024
<a href="#">Warren Washington Care Center</a>	NY	\$232,516	Executive Dir.	\$57,081	<b>\$50,239</b>	2024
<a href="#">Human Rights Coalition</a>	PA	\$235,535	Executive Dir.	\$49,284	<b>\$47,870</b>	2024
<a href="#">Crime Stoppers Of The United States Of America Inc</a>	VA	\$235,634	Director	\$39,000	<b>\$36,677</b>	2024
<a href="#">Environmental Law Foundation</a>	CA	\$235,747	Executive Director	\$52,250	<b>\$43,945</b>	2024
<a href="#">National Council Of Juvenile</a>	NV	\$235,792	Secretary/treasurer, Ceo	\$45,284	<b>\$44,212</b>	2024
<a href="#">Partners In Restorative Initiatives Inc</a>	NY	\$232,097	Co Executive Director	\$62,518	<b>\$55,024</b>	2024
<a href="#">The Childrens Advocacy Center Of Cleveland County</a>	NC	\$232,013	Executive Director	\$68,289	<b>\$66,955</b>	2025
<a href="#">Poetic Justice Inc</a>	OK	\$231,741	Executive Dir.	\$37,188	<b>\$41,063</b>	2023
<a href="#">Colorado Judicial Institute</a>	CO	\$231,683	Executive Dir.	\$80,310	<b>\$75,006</b>	2024
<a href="#">Justice Mapping Center Inc</a>	NY	\$236,320	Director	\$153,642	<b>\$139,220</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Washington County Diversion Program Inc</a>	VT	\$236,601	Executive Director	\$52,842	<b>\$53,334</b>	2023
<a href="#">Patchworks House Inc</a>	OH	\$236,972	Executive Di	\$50,000	<b>\$51,582</b>	2024
<a href="#">Butler Alcohol Countermeasures Program</a>	PA	\$230,925	Director	\$61,181	<b>\$59,426</b>	2024
<a href="#">Front Range Casa Gal Inc</a>	MT	\$230,891	Executive Director	\$69,351	<b>\$72,813</b>	2024
<a href="#">Janas Campaign Inc</a>	KS	\$237,639	Executive Dir.	\$65,553	<b>\$68,978</b>	2024
<a href="#">Sheriffs Foundation For Public Safety</a>	CA	\$237,747	Executive Dir.	\$33,600	<b>\$28,259</b>	2024
<a href="#">Ronnies House</a>	CA	\$230,126	Executive Director	\$500	<b>\$421</b>	2024
<a href="#">Rock The Walls Foundation Inc</a>	FL	\$238,222	Executive Director	\$86,750	<b>\$81,721</b>	2023
<a href="#">Casa Of Berks County</a>	PA	\$238,542	Executive Di	\$53,297	<b>\$51,768</b>	2024
<a href="#">Our Brothers Keepers Of Southern Illinois</a>	IL	\$239,041	Agency Director	\$53,000	<b>\$49,442</b>	2025
<a href="#">Crossroads For Florida Kids Inc</a>	FL	\$228,940	Executive Director	\$105,000	<b>\$96,076</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 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **405** organizations. Compensation range \$9–\$396,254; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$233,999); for reference, expenses \$237 and assets \$1,475,184. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	John Ducoff, reported title " <i>FORMER EXECUTIVE DIRECTOR</i> ", 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	10 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	43 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	41 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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 (John Ducoff) 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 405 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,048 is reasonable (approximately the 43<sup>rd</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.