

Rebuilding Exoffenders Successfully

Executive Director / CEO

EIN 822353844

FL · NTEE I40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rebecca Davis, Executive Director / CEO** (\$72,000) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

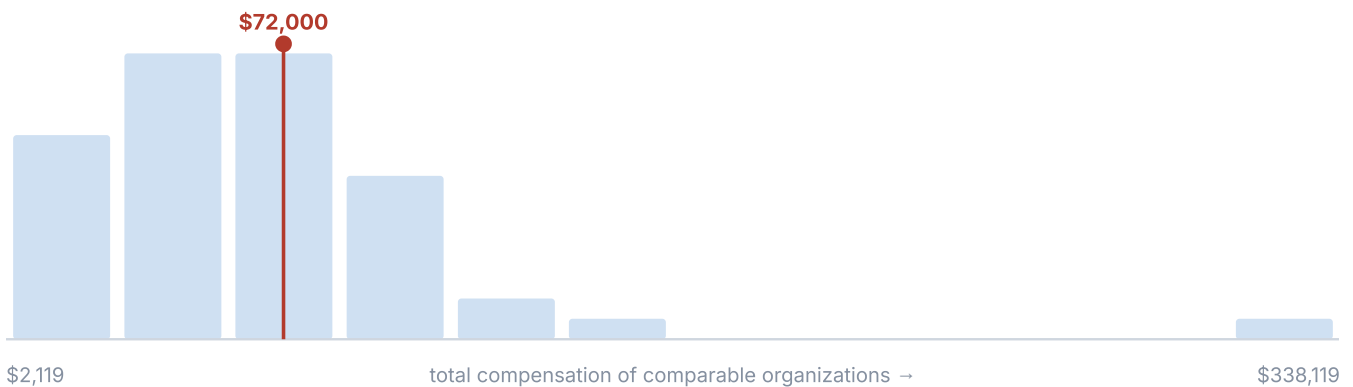
Benchmarked executive: Rebecca Davis — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I40).
BUDGET	Total revenue between \$241,342 and \$540,319 — 0.67x to 1.50x the subject's \$360,213 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I40), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,915	\$33,258	\$58,510	\$82,821	\$107,571	\$72,000
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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 FL 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
Joshua's Promise Ministries Inc	FL	\$353,006	President	\$37,200	\$37,200	2024
Trinity Restoration Ministries	TX	\$346,973	President/executive Director	\$27,000	\$29,600	2023
Celebrate Forever Families	TX	\$376,007	Out Going Executive Director	\$54,808	\$58,360	2024
Bethany Haven Inc	KY	\$344,379	Executive Director	\$52,648	\$58,659	2025
Man Up Inc	RI	\$377,528	Ceo/founder	\$108,536	\$110,784	2024
This Is Living Ministries	TN	\$380,610	President	\$44,200	\$49,456	2024
Ncircle Inc	KS	\$338,461	Executive Dir.	\$69,973	\$82,846	2023
Transitions Of Dyer County	TN	\$335,492	Executive Director	\$45,050	\$50,407	2024
The Childrens Law Project Of Hawaii	HI	\$391,252	Executive Director	\$46,565	\$44,378	2024
Smile Inc	WI	\$329,122	Ceo	\$67,525	\$77,286	2023
Navajo Bic Overcomers	NM	\$328,873	Executive Di	\$4,235	\$4,849	2024
No More Tears Inc	CA	\$394,088	President	\$68,144	\$64,487	2023
Communities For Restorative Justice	MA	\$324,292	Executive Director	\$110,058	\$105,277	2024
Center For Correctional Concerns	IL	\$396,642	Executive Di	\$63,575	\$66,532	2024
Mileposts Foundation Inc	FL	\$323,586	President	\$2,119	\$2,119	2024
My Way Out Inc	WI	\$399,041	Executive Director	\$83,248	\$92,547	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pathway To Promise Inc	VA	\$401,323	Chief Executive Officer	\$14,813	\$15,225	2024
Childrens Voice Casa Inc	GA	\$318,188	Executive Dir.	\$66,540	\$73,322	2023
Youth-led Justice	ME	\$407,221	Co-director	\$39,214	\$43,033	2023
Fou Movement Inc	CA	\$312,488	Ceo	\$19,900	\$18,292	2024
Women Of Substance & Men Of Honor	CA	\$311,830	President	\$43,551	\$41,213	2023
1 Hundred Years Enterprise Foundation	CA	\$310,760	President	\$8,775	\$8,304	2023
Saving Grace Min Of Rochester Inc	NY	\$410,413	President	\$53,092	\$51,069	2024
Phoenix Rising Transitions	OR	\$309,798	Executive Director	\$55,274	\$56,255	2023
Released	FL	\$307,763	Executive Director	\$20,142	\$19,623	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	50 organizations. Compensation range \$2,119–\$338,119; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$360,213); for reference, expenses \$248,585 and assets \$746,310.
ROLE MATCH	Rebecca Davis, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	64 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	64 th

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 (Rebecca Davis) 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 50 similarly situated organizations (Same NTEE sector (I40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,000 is reasonable (approximately the 64th 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.