

Adaptiv Inc

Executive Director / CEO

EIN 823015294

MA · NTEE T50

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Robert Freni, Executive Director / CEO** (\$99,000) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

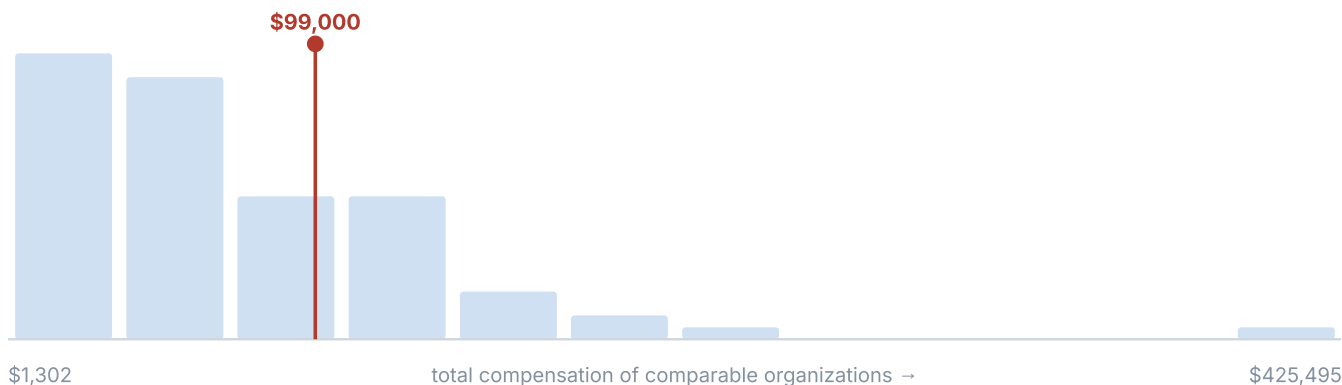
Benchmarked executive: Robert Freni — reported title “MANAGING DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T50).
BUDGET	Total revenue between \$241,977 and \$541,740 — 0.67x to 1.50x the subject's \$361,160 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

78 organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,821	\$28,748	\$66,497	\$106,548	\$143,565	\$99,000
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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 MA 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
Magnify Mentoring	DC	\$361,566	Mrs.	\$86,107	\$81,674	2024
Norfolk Family Coalition Inc	NE	\$360,519	Co-executive Director	\$60,793	\$70,676	2024
Enhance Asian Community On Health Inc	MA	\$357,082	Executive Director	\$49,114	\$46,475	2025
Bethany's Equine And Aquatic	GA	\$355,113	Executive Di	\$68,154	\$79,385	2022
Ministry Office	MN	\$367,575	Coo	\$2,400	\$2,563	2024
Gay Mens Chorus Of Charlotte	NC	\$370,855	Managing Artistic Director	\$60,000	\$67,012	2024
Estero Bay Kindness Coalition	CA	\$348,911	President	\$67,096	\$64,474	2023
Spur Inc	MA	\$348,193	Executive Director	\$70,888	\$70,888	2023
Goods For Good	DC	\$347,623	Executive Director	\$35,000	\$33,198	2024
Historic Paradise Foundation Nfp	SC	\$347,501	Executive Director/vice Chair	\$92,500	\$101,617	2025
Friends With Benefit Charity Events Inc	NC	\$347,090	Executive Directorboard Member	\$18,800	\$20,997	2024
Boardassist	NY	\$345,655	Executive Director	\$435,634	\$425,495	2024
Wisconsin Masonic Center Foundation Inc	WI	\$378,424	Executive Director	\$61,538	\$71,519	2023
Women4 Change Indiana Inc	IN	\$343,433	Ceo	\$95,391	\$108,733	2024
Forward Giving Inc	TN	\$379,656	President	\$6,674	\$7,583	2024
Sauls Light Foundation	LA	\$382,838	Executive Direc	\$38,462	\$47,130	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chair The Hope Inc	ID	\$333,392	Executive Director	\$49,000	\$58,007	2023
Philanthropy Miami Inc	FL	\$390,196	Executive Director	\$63,510	\$64,489	2024
The Nlg-nyc Chapter Foundation Inc	NY	\$331,148	Volunteer Exec. Dir.	\$16,769	\$16,379	2024
International Friendship Ministries Inc	GA	\$393,364	President	\$24,185	\$27,061	2023
A Moment Of Magic Inc	PA	\$394,891	Employee	\$100,800	\$108,653	2024
International Access To Missions	MO	\$326,977	President	\$71,886	\$84,728	2023
Sport Innovators	CA	\$395,359	Executive Director	\$125,000	\$116,670	2024
Mission 2540	TX	\$326,719	President	\$97,805	\$108,873	2023
Altadena Recovery Center	CA	\$324,481	Ceo	\$21,975	\$20,511	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	78 organizations. Compensation range \$1,302–\$425,495; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$361,160); for reference, expenses \$448,032 and assets \$173,770.
ROLE MATCH	Robert Freni, reported title <i>"MANAGING DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	72 nd
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	67 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 (Robert Freni) 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 78 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,000 is reasonable (approximately the 72nd 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.