

Connecticut Community Bicycle

Executive Director / CEO

EIN 832709160
 CT · NTEE P52
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **John Martin, Executive Director / CEO** (\$15,505) against the **2000** closest of **2,708** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: John Martin — reported title “BOARD MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P52).
BUDGET	Total revenue between \$148,376 and \$332,185 — 0.67x to 1.50x the subject's \$221,457 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

2,708 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$11,345	\$26,413	\$46,175	\$68,604	\$88,931	\$15,505
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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 CT 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
The Family Place	IA	\$221,461	Executive Director	\$29,902	\$35,951	2023
Bond Servants Inc	MD	\$221,414	Director	\$106,300	\$103,261	2025
Bethany Place Inc	GA	\$221,413	President	\$24,000	\$25,737	2024
Villagesokc Inc	OK	\$221,397	Executive Di	\$15,600	\$18,862	2023
Iowa Able Foundation	IA	\$221,382	Interim Dire	\$49,015	\$58,930	2023
Jeremiah's Crossing Inc	WI	\$221,533	Exec. Dir./s	\$2,250	\$2,580	2023
Edward Pierce Center For Autism Inc	MS	\$221,540	Registered Behavior Tech	\$19,061	\$23,311	2023
Health Services In Action Inc	MS	\$221,598	Executive Di	\$61,903	\$73,532	2024
Community Resource Center	MN	\$221,304	Executive Director	\$64,954	\$68,453	2024
Journey To Adult Success Inc	WI	\$221,178	Executive Di	\$48,050	\$53,521	2024
Home For The Armenian Aged Inc	NJ	\$221,744	Administrator	\$33,922	\$32,302	2024
Alabama Hands & Voices Inc	AL	\$221,756	Director	\$1,238	\$1,469	2023
New Beginnings Therapy Services Inc	PA	\$221,773	President	\$115,210	\$122,536	2024
Love Thy Nerd Inc	CA	\$221,842	Ceo	\$53,078	\$50,327	2023
Mower Council For The Handicapped	MN	\$221,021	Executive Di	\$60,784	\$64,058	2024
Goshen County Task Force On Family	WY	\$221,894	Administrato	\$54,338	\$62,058	2024
Counseling Inc	OK	\$221,903	Exec Director	\$58,975	\$71,306	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tlc Charities Foundation Inc	KS	\$221,007	Trustee	\$19,831	\$23,525	2023
Fresh Start Market And Boutique Inc	IA	\$220,985	Treasurer/se	\$11,467	\$13,391	2024
Life Together Nicaragua Inc	MI	\$221,984	Vice Preside	\$33,750	\$38,251	2023
The Safe Alliance Facilities Holdings	TX	\$220,880	Chief Executive Officer	\$9,108	\$9,717	2024
Himalayan Institute Of Buffalo Inc	NY	\$222,056	Secretary/tr	\$52,000	\$50,115	2024
The No Woman No Girl Initiative	NC	\$220,833	Executive Di	\$49,000	\$55,594	2023
Nuvision Human Services Inc	LA	\$220,808	Member At Larg	\$19,000	\$21,738	2025
The Mission House Inc	IL	\$220,777	President/ Exec Director	\$10,800	\$11,033	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 2000 organizations. Compensation range \$220–\$408,161; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$221,457); for reference, expenses \$192,827 and assets \$120,446.

ROLE MATCH John Martin, reported title *"BOARD MEMBER"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 183 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 30 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	15 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	12 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 (John Martin) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,505 is reasonable (approximately the 15th 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.