

# San Francisco Students Back On Track

Executive Director / CEO

EIN 943203795

CA · NTEE P20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jonathan Butler, Executive Director / CEO** (\$96,000) against **every comparable organization** that fit the selection criteria — **118** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

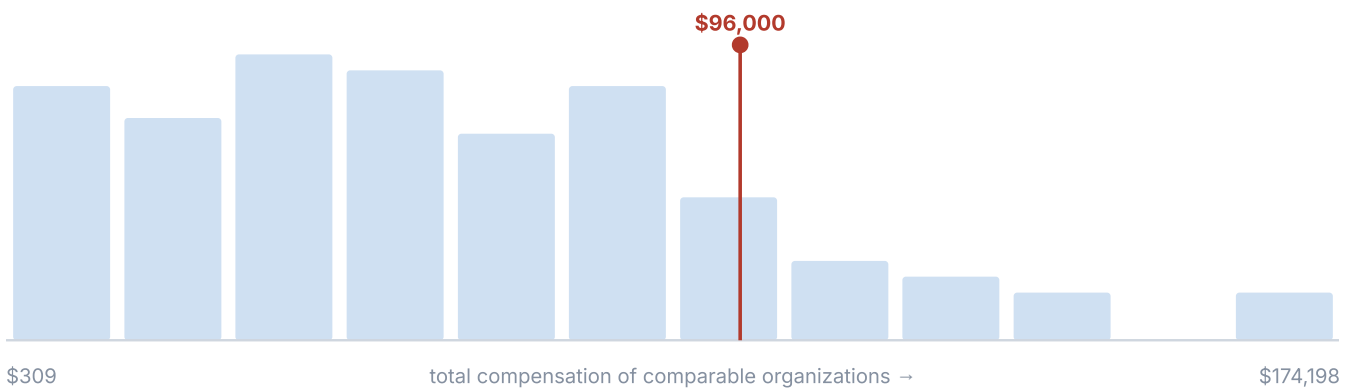
**Benchmarked executive:** Jonathan Butler — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$192,840 and \$431,733 — 0.67x to 1.50x the subject's \$287,822 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

**118** organizations qualified on sector, size, and geography → **118** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$7,818	\$29,082	\$50,947	\$78,664	\$110,594	\$96,000
---------	----------	----------	----------	-----------	----------



## ■ 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 CA 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="#">Voices Of The Forgotten Foundation Inc</a>	CA	\$287,659	President	\$33,435	<b>\$33,435</b>	2024
<a href="#">People Partners Foundation</a>	CA	\$289,337	Executive Director	\$84,931	<b>\$84,931</b>	2024
<a href="#">West Valley Water Polo Foundation</a>	CA	\$285,671	Vice President	\$51,000	<b>\$52,506</b>	2023
<a href="#">A Touch From Above Lsm Inc</a>	CA	\$290,140	Treasurer	\$12,000	<b>\$11,691</b>	2025
<a href="#">California Hands And Voices</a>	CA	\$291,242	Executive Director	\$45,250	<b>\$46,587</b>	2023
<a href="#">Central Works</a>	CA	\$282,412	Board Member, Company Co-director	\$54,210	<b>\$54,210</b>	2024
<a href="#">Infinite Flow Dance</a>	CA	\$295,575	Founding Artistic Director	\$4,500	<b>\$4,500</b>	2024
<a href="#">Arevim Institute</a>	CA	\$274,642	Cfo, Secretary	\$4,192	<b>\$4,316</b>	2023
<a href="#">Epicenter Foundation</a>	CA	\$274,430	Founder And Executive Director	\$29,847	<b>\$29,847</b>	2024
<a href="#">The Fiatm Group Inc</a>	CA	\$272,219	Founder & Chair	\$76,628	<b>\$78,891</b>	2023
<a href="#">The Veterans Executive Corporation</a>	CA	\$306,543	Executive Di	\$28,000	<b>\$28,000</b>	2024
<a href="#">Miracle Mile Community Practice</a>	CA	\$267,307	Executive Dir.	\$77,000	<b>\$77,000</b>	2024
<a href="#">Lanterns Global Inc</a>	CA	\$266,195	Ceo	\$16,220	<b>\$16,220</b>	2024
<a href="#">Braided Wisdom Inc</a>	CA	\$266,071	Ceo & Executive Director	\$82,650	<b>\$82,650</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alcohol And Drug Abuse Council</a>	CA	\$265,389	Cfo	\$127,253	<b>\$131,012</b>	2023
<a href="#">Model Neighborhood Program</a>	CA	\$310,286	Executive Director	\$52,775	<b>\$52,775</b>	2024
<a href="#">Bay Area American Indian Council</a>	CA	\$265,338	Executive Director	\$28,167	<b>\$28,167</b>	2024
<a href="#">Turnout Inc</a>	CA	\$264,625	Executive Director & Board Chair From 6/2024	\$44,502	<b>\$44,502</b>	2024
<a href="#">Architects Of Hope Inc</a>	CA	\$311,042	President & Ceo	\$45,000	<b>\$46,329</b>	2023
<a href="#">Hope Refuge Inc</a>	CA	\$261,725	President	\$4,897	<b>\$5,042</b>	2023
<a href="#">Wayfare Labs</a>	CA	\$314,300	President, Hildegard Colle	\$8,000	<b>\$8,000</b>	2024
<a href="#">Community Counseling Associates</a>	CA	\$315,092	Ceo	\$50,010	<b>\$50,010</b>	2024
<a href="#">Dr Jennifer M Jones Foundation</a>	CA	\$316,270	President/ceo	\$161,000	<b>\$165,755</b>	2023
<a href="#">Senior Volunteer Services</a>	CA	\$259,241	Executive Dir.	\$32,068	<b>\$33,015</b>	2023
<a href="#">Seeds Of Hope Homes Inc</a>	CA	\$316,591	President	\$32,400	<b>\$32,400</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **118** organizations. Compensation range \$309–\$174,198; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$287,822); for reference, expenses \$299,221 and assets \$2,015.
ROLE MATCH	Jonathan Butler, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	83 <sup>rd</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 (Jonathan Butler) 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 118 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,000 is reasonable (approximately the 84<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.