

Find The Children

Executive Director / CEO

EIN 953822577

CA · NTEE I24Z

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Rora Jones, Executive Director / CEO** (\$57,933) against **every comparable organization** that fit the selection criteria — **546** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

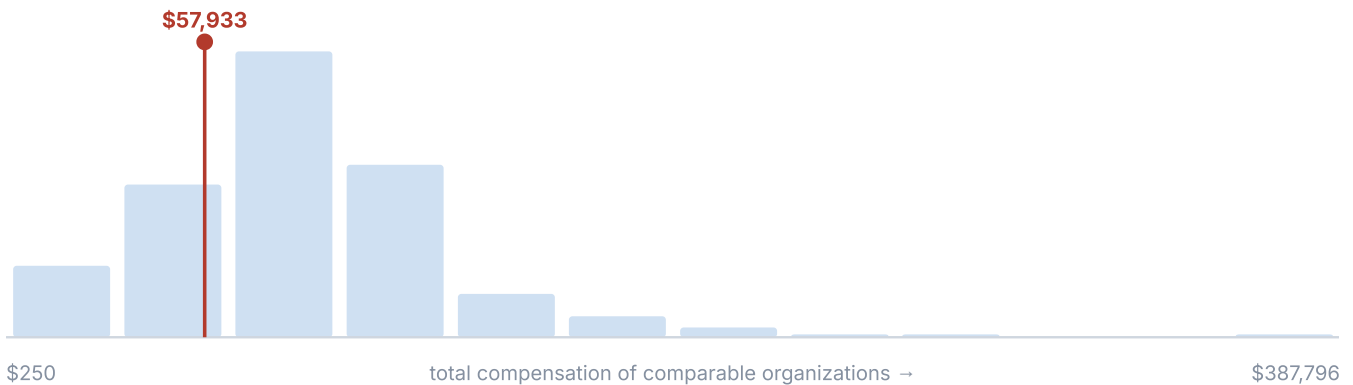
Benchmarked executive: Rora Jones — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I24Z).
BUDGET	Total revenue between \$284,121 and \$636,093 — 0.67x to 1.50x the subject's \$424,062 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

546 organizations qualified on sector, size, and geography → **546** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$34,159	\$59,220	\$83,972	\$108,079	\$133,440	\$57,933
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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 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
Erie County Bar Foundation Inc	NY	\$424,016	Executive Director	\$12,850	\$13,101	2025
The Liberty Initiative Inc	AR	\$424,640	Executive Di	\$47,800	\$62,223	2024
Arizona Senior Citizens	AZ	\$424,724	Interim Dire	\$103,514	\$115,289	2024
The Bridge Ministry Center	MI	\$424,808	Executive Di	\$87,829	\$108,085	2023
Urbanpromise Honduras Inc	TN	\$424,978	Executive Director	\$76,563	\$95,952	2023
Lexisnexis Rule Of Law Foundation	DC	\$425,255	Vice President & Treasurer (Ret. In 2025)	\$28,296	\$28,756	2024
Paint Love Inc	GA	\$422,733	Executive Di	\$51,917	\$60,454	2024
Justice Ministries	SC	\$425,649	President	\$96,560	\$116,659	2024
Connecticut Court Appointed Special	CT	\$425,954	Executive Director	\$114,500	\$124,327	2024
Discipleship Unlimited Inc	TX	\$422,166	President	\$93,012	\$110,931	2023
Operation Sandcastle Inc	FL	\$426,271	Officer & President	\$158,103	\$172,004	2024
Police And Kids Foundation Inc	FL	\$427,255	President	\$90,000	\$100,805	2023
Katie Brown Educational Program Inc	MA	\$427,288	Executive Director	\$81,622	\$87,450	2023
Center For Dispute Resolution	MI	\$420,565	Executive Director (Current)	\$37,359	\$45,975	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Council On Regional Economic	TX	\$420,323	Ed/sec/tr	\$199,517	\$237,954	2023
Northwest Mediation Center	WA	\$420,213	Executive Dir.	\$67,725	\$70,219	2024
Turnkey Development Institute	OH	\$428,042	President & Ceo	\$291,293	\$367,848	2023
Gallia County Defense Attorney Corp	OH	\$420,000	President	\$122,959	\$150,819	2024
Restore 180	CA	\$428,591	Executive Dir.	\$118,474	\$118,474	2024
San Jose Police Foundation	CA	\$419,446	President	\$87,500	\$87,500	2024
Russell County Child Advocacy Ctr	AL	\$428,782	Executive Director	\$88,076	\$113,448	2023
Domestic Violence Services Network Inc	MA	\$428,805	Executive Director	\$108,525	\$116,275	2023
Friends Of The Hammond Legal Aid Clinic	IN	\$429,440	Executive Director	\$95,212	\$119,713	2023
Atlanta Bar Foundation Inc	GA	\$430,360	Executive Di	\$42,838	\$49,882	2024
Inner Banks Legal Services	NC	\$417,113	Excutive Dir	\$61,439	\$73,518	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.

Sample, role match & sensitivity

PEER COUNT	546 organizations. Compensation range \$250–\$387,796; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$424,062); for reference, expenses \$519,250 and assets \$32,092.
ROLE MATCH	Rora Jones, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	25 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	21 st

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 (Rora Jones) 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 546 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,933 is reasonable (approximately the 25th 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.