

African Refuge Inc

Executive Director / CEO

EIN 010873188

NY · NTEE P20

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Reverend Judy Brown, Executive Director / CEO** (\$46,800) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

Benchmarked executive: Reverend Judy Brown — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P20).

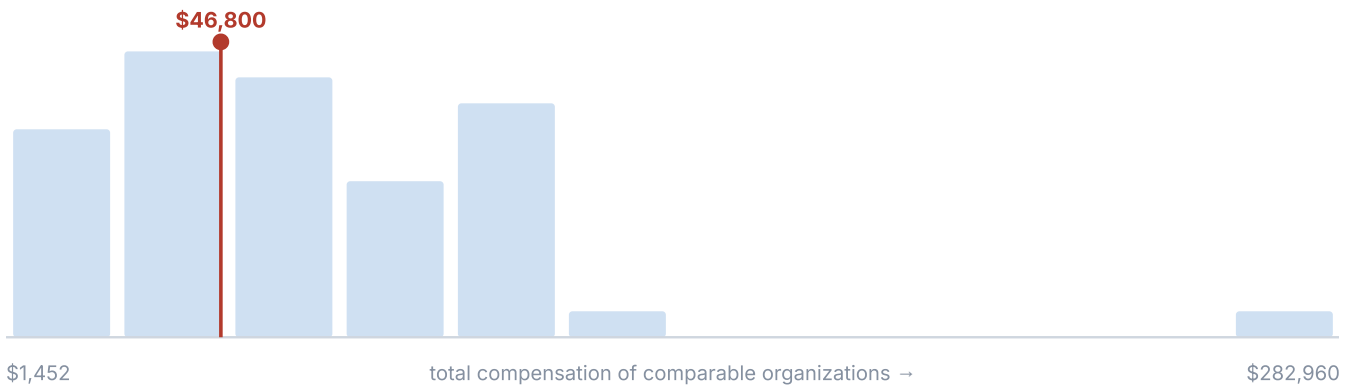
BUDGET Total revenue between \$250,973 and \$561,880 — 0.67x to 1.50x the subject's \$374,587 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + NY + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography

→ **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,452

total compensation of comparable organizations →

\$282,960

\$14,391

\$31,980

\$55,341

\$91,331

\$106,033

\$46,800



■ 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 NY 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
Minority Millennials	NY	\$374,942	President	\$31,918	\$31,918	2023
Mitzvah Man Foundation Corp	NY	\$382,126	Chief Operating Officer	\$141,750	\$137,683	2024
The Journalists And Writers Foundation Inc	NY	\$362,501	President	\$90,925	\$88,316	2024
Center4hope Inc	NY	\$361,849	Executive Director	\$90,962	\$88,352	2024
Southwest Area Neighborhood Association	NY	\$359,883	Executive Director	\$53,654	\$52,115	2024
Starfish Greathearts Foundation Usa	NY	\$391,990	Executive Director	\$103,125	\$100,166	2024
Songcatchers Inc	NY	\$393,221	Board Member	\$1,495	\$1,452	2024
Harlem One Stop Inc	NY	\$395,487	President &	\$24,250	\$23,554	2024
Rockland Opportunity Development	NY	\$351,555	President	\$46,000	\$46,000	2023
Transform Ny Inc	NY	\$348,561	President	\$13,000	\$12,627	2024
Share For Life Foundation Inc	NY	\$347,305	Executive Director	\$10,500	\$10,199	2024
Educate The Children Inc	NY	\$417,870	Executive Director	\$33,990	\$32,164	2025
Hermansky Pudlak Syndrome Network	NY	\$323,223	President	\$19,640	\$19,077	2024
Oakwood Community Center Inc	NY	\$322,781	Executive Director	\$26,475	\$25,715	2024
Copiague Christian Church	NY	\$313,759	President	\$16,154	\$16,154	2023
Global Cities Group	NY	\$309,637	Ceo Founder Board Director	\$101,899	\$98,976	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Faith In Harm Reduction Inc	NY	\$306,273	Executive Dir.	\$59,350	\$57,647	2024
Foundation For Abilities First New York	NY	\$303,758	Chief Executive Officer	\$45,098	\$45,098	2023
Polonians Organized To Minister To Our Community Inc	NY	\$450,831	Board President	\$30,907	\$30,020	2024
People Against Trafficking Humans	NY	\$453,207	Executive Di	\$84,996	\$80,429	2025
Ruth's Refuge Inc	NY	\$456,741	Executive Director	\$45,411	\$45,411	2023
The Okra Project	NY	\$291,276	Executive Director	\$112,000	\$108,787	2024
Urban League Of Long Island Inc	NY	\$285,045	President Ceo	\$99,353	\$103,426	2022
Naturally Occurring Cultural Districts Ny Inc	NY	\$284,922	Member	\$102,836	\$102,836	2023
Rph-west Inc	NY	\$472,359	Executive Director (Through 2/23)	\$1,950	\$1,950	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 46 organizations. Compensation range \$1,452–\$282,960; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$374,587); for reference, expenses \$453,167 and assets \$252,210.

ROLE MATCH	Reverend Judy Brown, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers 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	41 st
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	70 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 (Reverend Judy Brown) 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 10, 2026, comparing compensation against 46 similarly situated organizations (Same NTEE sector (P20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,800 is reasonable (approximately the 41st 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 10, 2026.