

The Paterson Alliance Inc

Executive Director / CEO

EIN 020598570

NJ · NTEE S20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Inge Spunge, Executive Director / CEO** (\$31,205) against **every comparable organization** that fit the selection criteria — **318** in total — 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

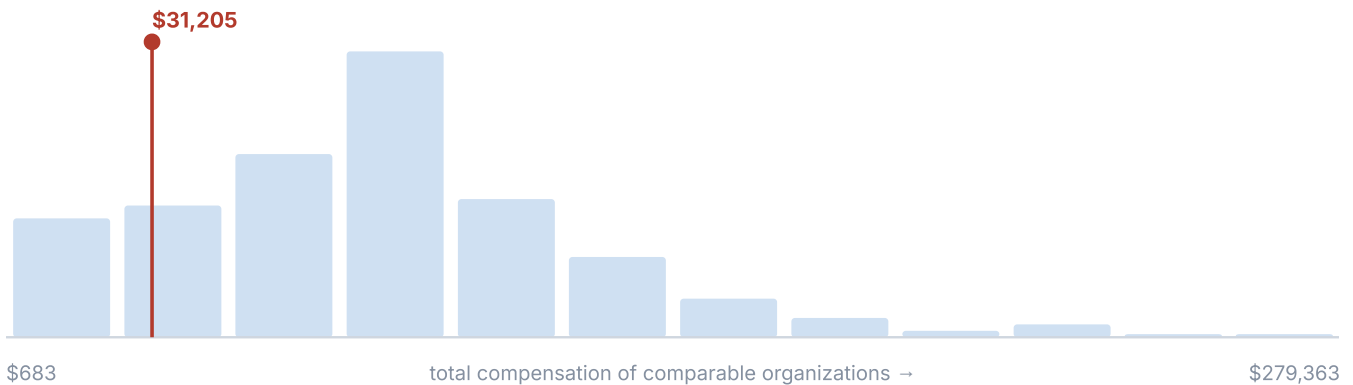
Benchmarked executive: Inge Spunge — reported title “RETIRING EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$284,199 and \$636,268 — 0.67x to 1.50x the subject's \$424,179 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

318 organizations qualified on sector, size, and geography → **318** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,807	\$48,829	\$75,892	\$98,767	\$132,504	\$31,205
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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 NJ 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
City Of Good Inc	ID	\$424,455	Executive Director	\$107,294	\$131,613	2023
River And Plains Society Inc	MT	\$424,600	Secretary	\$20,032	\$24,900	2023
Plaza Area Council Inc	MO	\$423,461	President	\$124,583	\$147,790	2024
Yazoo County Fair & Civic League Inc	MS	\$422,464	President	\$32,400	\$40,416	2024
Historic Downtown Millersburg Inc	OH	\$426,715	Executive Director	\$41,667	\$49,429	2024
Tri-county Indian Nations Cdc	OK	\$427,491	Executive Director	\$55,190	\$68,066	2024
Main Street Highland Park Inc	NJ	\$420,796	Executive Director	\$82,550	\$82,550	2024
Mali Health Organizing Project Inc	NC	\$429,228	Us Director	\$23,333	\$27,800	2023
East Brooklyn Churches Sponsoring Committee	NY	\$429,351	Lead Organizer	\$145,612	\$151,724	2023
Shenango Valley Enterprise Zone	PA	\$418,788	Loan Coordinator	\$23,045	\$26,500	2023
Denver Community Development Corp	CO	\$429,786	President	\$74,100	\$81,932	2023
Crown Community Development Corporation Inc	IN	\$418,015	Ceo	\$133,724	\$157,945	2024
North Union Farmers Market	OH	\$430,713	Executive Di	\$87,814	\$104,172	2024
Latino Hispanic American Community Center	PA	\$431,112	Executive Director	\$66,983	\$74,815	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Leipsic Community Center	OH	\$416,554	Executive Di	\$31,185	\$36,994	2024
Downtown Billings Partnership	MT	\$415,268	Ceo	\$33,550	\$41,702	2023
Diastovavie	VA	\$415,132	Ceo Founder	\$5,122	\$5,936	2022
Downtown Mansfield Inc	OH	\$433,938	Executive Di	\$67,784	\$82,785	2023
Opal	OR	\$434,343	Co-executive Director	\$115,981	\$124,197	2023
Livingston Community Partnership Management Corporation	NJ	\$413,548	Executive Director	\$77,500	\$77,500	2024
Seymour Main Street Inc	IN	\$413,471	Executive Director	\$49,275	\$59,919	2023
Compassion Ministries Of Waco	TX	\$413,125	Executive Director	\$67,000	\$77,282	2023
Adult Care Center Of The Northern	VA	\$412,644	Executive Director	\$56,073	\$62,430	2023
Pointhope Inc	WA	\$435,733	Executive Director	\$47,833	\$49,382	2023
Community Main Street Inc	IA	\$435,786	Executive Director	\$58,601	\$71,865	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **318** organizations. Compensation range \$683–\$279,363; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$424,179); for reference, expenses \$411,108 and assets \$762,213.
ROLE MATCH	Inge Spunge, reported title "RETIRING EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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)	18 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	13 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 (Inge Spunge) 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 318 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,205 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.