

# Friends Of Akim Usa Inc

Executive Director / CEO

EIN 112499314

NJ · NTEE Z99Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lawrence Rein, Executive Director / CEO** (\$47,444) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Lawrence Rein — 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 (Z99Z).

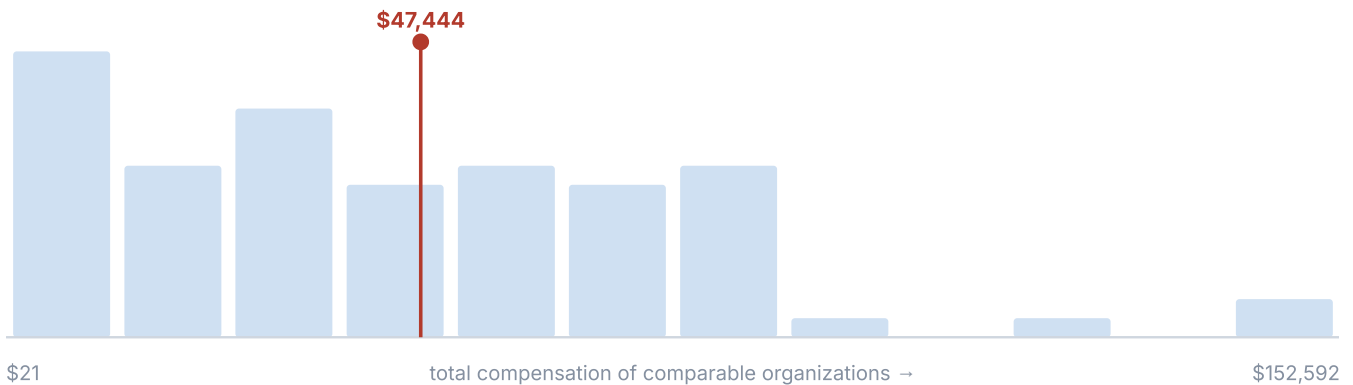
**BUDGET** Total revenue between \$86,163 and \$192,903 — 0.67x to 1.50x the subject's \$128,602 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

**74** organizations qualified on sector, size, and geography

→ **74** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,218	\$15,737	\$38,813	\$66,194	\$84,258	\$47,444
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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
<a href="#">Nbaa Charities</a>	DC	\$129,101	Chairman & President	\$93,876	<b>\$89,619</b>	2024
<a href="#">Humanity Rising Inc</a>	IL	\$127,269	President	\$62,500	<b>\$68,820</b>	2023
<a href="#">Parenting After Divorce</a>	CO	\$130,171	Executive Di	\$54,425	<b>\$56,774</b>	2024
<a href="#">Louisiana Center For Law And Civic</a>	LA	\$126,547	Executive Dir.	\$68,722	<b>\$84,755</b>	2023
<a href="#">Pathfinder Development Corporation</a>	AR	\$125,459	Executive Director	\$21,642	<b>\$27,246</b>	2023
<a href="#">Sheet Metal Workers Local 100</a>	MD	\$131,971	Trustee	\$81,704	<b>\$83,099</b>	2024
<a href="#">St James Hospital Foundation Inc</a>	NY	\$132,629	Chief Executive Officer	\$8,280	<b>\$8,139</b>	2024
<a href="#">Deer River Volunteer Firemen's Relief Association</a>	MN	\$124,086	President	\$300	<b>\$332</b>	2023
<a href="#">We Are Coaches Inc</a>	CA	\$133,667	Ceo	\$39,167	<b>\$36,793</b>	2024
<a href="#">The Foundation Of The Greater New Haven</a>	CT	\$134,105	President	\$11,932	<b>\$11,857</b>	2025
<a href="#">American Credit Counseling</a>	MA	\$122,150	President	\$31,200	<b>\$30,501</b>	2024
<a href="#">Atlantic Highlands Fire Department Inc</a>	NJ	\$120,454	President	\$900	<b>\$874</b>	2024
<a href="#">Renting Partnerships</a>	OH	\$120,110	Community Manager	\$18,585	<b>\$21,415</b>	2024
<a href="#">Trauma Intervention Programs</a>	CA	\$137,145	Executive Dir.	\$92,651	<b>\$87,036</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Los Angeles Sports Council Foundation</a>	CA	\$119,966	President & Ceo	\$162,436	<b>\$152,592</b>	2024
<a href="#">Hbhci Hud 6 Inc</a>	FL	\$137,477	Vice President	\$68,495	<b>\$68,197</b>	2025
<a href="#">A &amp; M Sports Academy Inc</a>	NY	\$118,721	Director	\$23,000	<b>\$23,278</b>	2023
<a href="#">Axys</a>	TN	\$138,561	Executive Dir.	\$25,514	<b>\$29,176</b>	2024
<a href="#">Zumwalt Courts Inc</a>	AR	\$141,069	Executive Director	\$21,642	<b>\$27,246</b>	2023
<a href="#">Storyline Inc</a>	NY	\$115,579	Executive Di	\$85,000	<b>\$86,027</b>	2023
<a href="#">Los Gatos Lions Charities Inc</a>	CA	\$114,953	Secretary/treas	\$3,000	<b>\$2,818</b>	2024
<a href="#">Shdc No 1 Inc</a>	HI	\$114,788	Exec. Director/asst. Secretary	\$12,721	<b>\$12,756</b>	2023
<a href="#">Twin Falls School District 411</a>	ID	\$113,885	Executive Di	\$40,000	<b>\$46,291</b>	2024
<a href="#">The Edward C Smith Civic Center Of</a>	NC	\$113,465	Executive Director	\$70,000	<b>\$76,657</b>	2025
<a href="#">District 2-a2 Sight &amp; Tissue Foundation</a>	TX	\$146,120	President	\$49,500	<b>\$55,458</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	74 organizations. Compensation range \$21–\$152,592; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$128,602); for reference, expenses \$87,270 and assets \$62,690.
ROLE MATCH	Lawrence Rein, 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</b>

**board should confirm this is a comparable 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	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	55 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	64 <sup>th</sup>
All sources (D + E + F), adjusted	35 <sup>th</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 (Lawrence Rein) 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 74 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,444 is reasonable (approximately the 55<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.