

Flushing Jewish Community Council I

Executive Director / CEO

EIN 112669559

NY · NTEE P60Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Paul Engel, Executive Director / CEO** (\$21,000) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

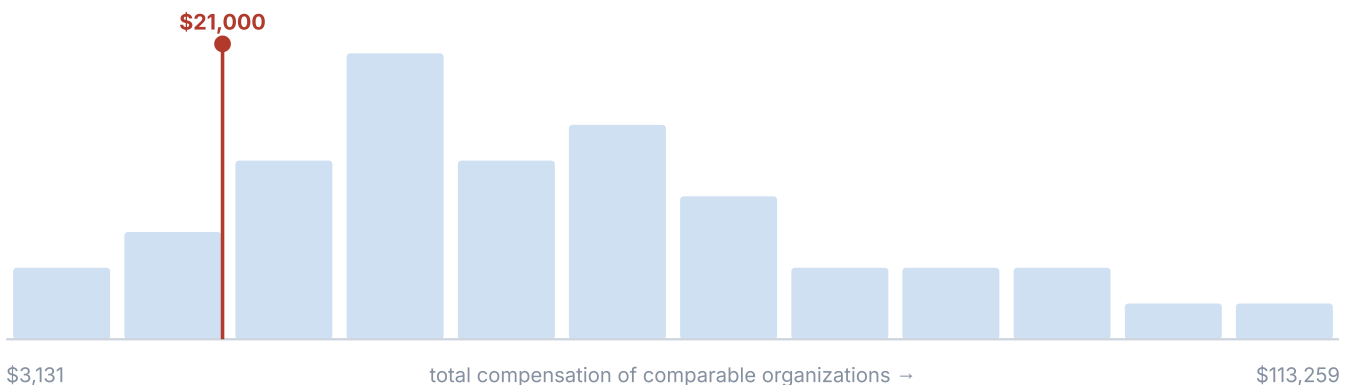
Benchmarked executive: Paul Engel — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60Z).
BUDGET	Total revenue between \$102,227 and \$228,868 — 0.67x to 1.50x the subject's \$152,579 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,059	\$30,789	\$41,044	\$64,918	\$83,233	\$21,000
----------	----------	----------	----------	----------	----------



● 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 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
Interfaith Of Natrona County Inc	WY	\$150,397	Executive Dir.	\$55,000	\$65,176	2025
Pryor Ministries Center	OK	\$157,125	Director	\$18,000	\$23,180	2023
Christian Ministries Of H'burg Inc	IN	\$145,438	Executive Director	\$25,000	\$30,832	2023
Kings Mountain Crisis Ministry Inc	NC	\$163,354	Executive Director	\$33,963	\$39,863	2024
Wish Granters Inc	ID	\$167,251	Marketing &	\$26,546	\$32,078	2024
Robs Barbershop Community Foundation	MD	\$167,633	Managing Director	\$58,500	\$62,127	2024
Christian Services Love Inc Of Greater Lansing	MI	\$136,544	Help Center Coordinator	\$42,972	\$50,384	2024
People Helping People Inc	KY	\$135,447	President	\$2,565	\$3,131	2024
Jose's Closet Inc	AZ	\$172,789	President	\$38,150	\$41,677	2024
Empty Bowls Monongalia	WV	\$174,948	Executive Dir.	\$5,695	\$6,824	2025
Dress For Success Louisville Inc	KY	\$177,065	Executive Director	\$65,000	\$79,327	2024
Hurting And Hungry Charity	CA	\$179,662	Secretary Ex Dir	\$30,646	\$32,217	2022
Pawsitively 4 Pink Inc	MA	\$123,830	Powers	\$30,000	\$31,527	2023
Flagstaff International Relief Effort	AZ	\$181,567	President	\$100,700	\$113,259	2023
Utah 1033 Foundation	UT	\$117,414	President	\$75,000	\$87,195	2024
Dine Brands Global Foundation Inc	CA	\$114,932	Board Member	\$39,406	\$39,794	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Onpath Foundation	LA	\$114,172	President	\$19,796	\$24,761	2024
Stripes Of A Warrior Inc	CA	\$192,459	Organizer	\$12,399	\$12,521	2023
4th Street Basement Boutique	OH	\$193,593	President & Ceo	\$24,857	\$30,789	2023
Lake Area Ministries Inc	MO	\$110,385	Manager	\$33,333	\$40,104	2024
Lantern Light Inc	LA	\$194,804	Executive Di	\$70,833	\$88,599	2024
Good Samaritan Mission Center	PA	\$195,288	Executive Director	\$57,308	\$64,918	2024
Guernsey County Cancer Society Inc	OH	\$195,383	Director	\$10,950	\$13,175	2024
Dearborn County Clearing House For	IN	\$109,770	Exec Directo	\$44,446	\$53,242	2024
Innovative Humanitarian Solutions Inc	TX	\$195,397	President	\$73,250	\$83,233	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2025 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	41 organizations. Compensation range \$3,131–\$113,259; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$152,579); for reference, expenses \$178,703 and assets \$19,658.
ROLE MATCH	Paul Engel, 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	12 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	46 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 (Paul Engel) 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 41 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,000 is reasonable (approximately the 12th 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.