

Project Genesis Inc

Executive Director / CEO

EIN 133718952

MD · NTEE X30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kenneth L Menken, Executive Director / CEO** (\$79,500) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

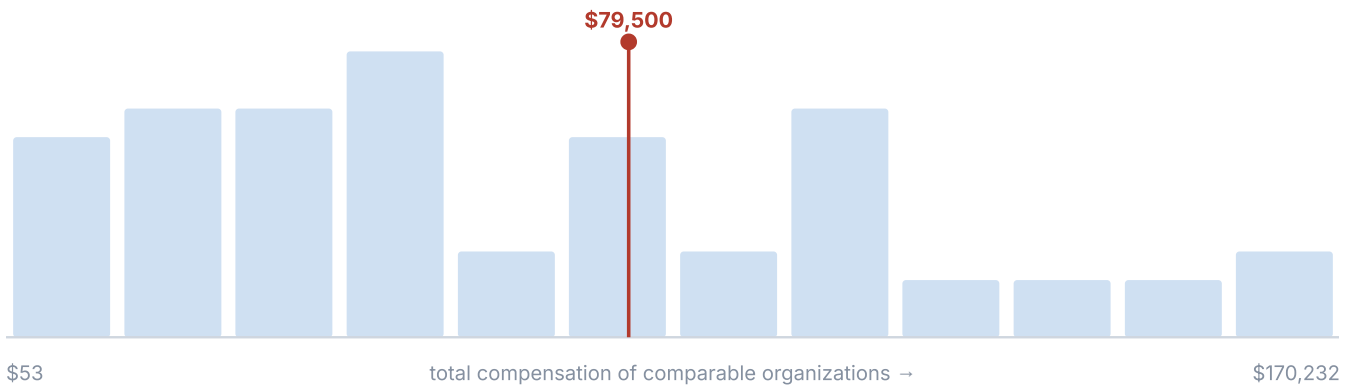
Benchmarked executive: Kenneth L Menken — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X30).
BUDGET	Total revenue between \$189,315 and \$423,840 — 0.67x to 1.50x the subject's \$282,560 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X30), nationwide + budget 0.67–1.5x revenue.

63 organizations qualified on sector, size, and geography → **63** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,100	\$31,145	\$50,980	\$102,214	\$127,714	\$79,500
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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 MD 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
Awakened Heart Project	NY	\$284,511	Vice President	\$55,167	\$53,321	2024
Sababa Entertainment Inc	PA	\$280,253	President	\$2,800	\$2,987	2024
Jewish Farmer Network	NC	\$286,312	Executive Director	\$64,731	\$73,654	2023
Jewish Education Worldwide Inc	FL	\$272,722	Director	\$49,000	\$49,237	2024
Or Azion Inc	NY	\$270,050	President	\$36,500	\$36,321	2023
Community Kashrus Of Greater Philadelphia	PA	\$269,562	Administrator	\$77,000	\$84,559	2023
Jcrafts By Chabad Inc	MD	\$269,166	President	\$104,369	\$107,452	2023
Tifereth Raphael Inc	MA	\$296,235	Pres,treas,d	\$12,000	\$11,534	2024
Judaism By Choice Inc	CA	\$267,907	Director	\$183,992	\$169,939	2024
Asher Lshlomo Inc	NY	\$300,335	President	\$6,250	\$6,041	2024
Yad L Talmid	CA	\$261,830	Ceo	\$64,515	\$59,588	2024
Bukharian Jewish Congregation Of Briarwood Inc	NY	\$258,059	Rabbi	\$53,110	\$50,010	2025
Shaarei Shalom Inc	AZ	\$256,157	Director	\$48,544	\$49,936	2024
Aleph Learning Center	NY	\$311,573	Director	\$22,154	\$21,413	2024
Cleveland Kashruth Organization Inc	OH	\$314,492	Treasurer	\$2,847	\$3,321	2023
Limmud Na	CA	\$315,105	Ceo	\$184,309	\$170,232	2024
The Jewish Community Of Manatee County Inc	FL	\$246,254	Rabbi	\$88,845	\$89,274	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Online Smicha	NY	\$244,315	Director	\$10,800	\$10,439	2024
Congregation Beit Simcha	AZ	\$323,025	Rabbi	\$98,253	\$101,071	2024
Jewish Community Legacy Project Inc	GA	\$323,849	Sr. Vice Pre	\$130,000	\$143,944	2023
Community Mikveh Ltd	NY	\$324,980	Secretary	\$36,500	\$35,279	2024
Kollel Of Young Israel	OH	\$325,000	Rosh Kollel	\$65,000	\$73,638	2024
Messianic Jewish Movement International	AZ	\$239,891	President	\$18,000	\$18,516	2024
Accidental Talmudist	CA	\$239,173	Ceo	\$68,000	\$64,662	2023
Jewish Heritage Connection	PA	\$325,963	Pres/exec Dir	\$81,990	\$85,202	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	63 organizations. Compensation range \$53–\$170,232; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$282,560); for reference, expenses \$204,103 and assets \$133,734.
ROLE MATCH	Kenneth L Menken, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	1 peer 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	63 rd
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	62 nd

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 (Kenneth L Menken) 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 63 similarly situated organizations (Same NTEE sector (X30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,500 is reasonable (approximately the 63rd 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.