

The City College Auxiliary Enterprises

Executive Director / CEO

EIN 133860474
 NY · NTEE Q22
 FY ending 2023-06-30
 June 13, 2026

This analysis benchmarks the total compensation of **Ken Ihrer, Executive Director / CEO** (\$111,908) against **every comparable organization** that fit the selection criteria — **683** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

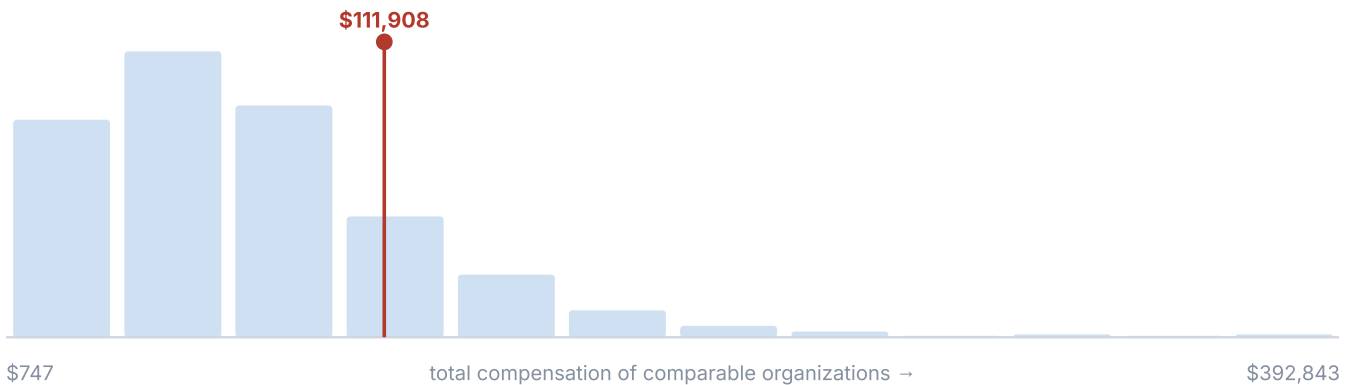
Benchmarked executive: Ken Ihrer — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q22).
BUDGET	Total revenue between \$328,915 and \$736,377 — 0.67x to 1.50x the subject's \$490,918 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

683 organizations qualified on sector, size, and geography → **683** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,492	\$36,313	\$64,111	\$98,213	\$136,872	\$111,908
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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 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
Little Samaritan Mission	FL	\$491,116	President	\$53,000	\$53,518	2024
Andando Foundation	OR	\$490,653	Executive Director	\$59,325	\$57,693	2025
Japan America Society Of Oregon	OR	\$490,048	Executive Director	\$103,108	\$102,924	2024
Beehive Global Inc	NC	\$491,957	Executive Director	\$32,500	\$37,163	2023
Project Connect Inc	TN	\$491,983	President (Thru 10/2024)	\$77,366	\$87,413	2024
Habibi International	CA	\$489,405	Ceo	\$21,121	\$19,604	2024
Give Us Wings	MN	\$489,219	Executive Director	\$62,000	\$65,851	2024
Kingdom Home	WA	\$492,692	Director	\$40,583	\$39,056	2024
Door Of Hope	MI	\$489,108	Ceo	\$19,150	\$21,247	2024
Concentric Development Inc	NC	\$492,816	President/secretary	\$260,969	\$289,848	2024
War Child Usa Inc	NY	\$492,916	Board Member/president	\$30,000	\$29,139	2024
Tanzania Wesley Education Foundation	TN	\$493,248	Executive Director	\$92,107	\$104,068	2024
Gather1	TX	\$488,457	President	\$36,000	\$38,708	2024
Equipping Farmers International	TN	\$488,396	Executive Director	\$34,050	\$38,472	2024
Kids For Peace	CA	\$488,348	Executive Dir.	\$78,652	\$71,121	2025
127 Worldwide Incorporated	NC	\$487,620	Executive Dir.	\$67,194	\$74,629	2024
Japan-america Society Of Indiana Inc	IN	\$487,309	Ex-officio, Exec Director	\$141,023	\$164,578	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Orphan Support Inc	FL	\$487,251	Vice-president	\$46,860	\$48,716	2023
Tanzania Health Partnership	MN	\$494,943	Executive Director	\$94,629	\$100,508	2024
Kudvumisa Foundation Usa Inc	PA	\$486,734	Board Member And Program Director	\$63,000	\$67,532	2024
American Friends Of Thorat Chajm Inc	NY	\$495,174	President	\$14,025	\$13,623	2024
The Juniper Fund	WA	\$486,419	Executive Director	\$97,400	\$93,735	2024
Children Of Uganda	WV	\$495,995	Executive Di	\$83,479	\$100,026	2023
Survival International (Usa)	CA	\$485,822	Us Director	\$84,937	\$78,837	2024
Consortium For Global Education Inc	GA	\$496,584	President, Ex-officio	\$134,073	\$149,186	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 683 organizations. Compensation range \$747–\$392,843; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$490,918); for reference, expenses \$327,323 and assets \$1,568,924.

ROLE MATCH Ken Ihrer, reported title *"TREASURER"*, 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 22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 19 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	82 nd
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Ken Ihrer) 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 13, 2026, comparing compensation against 683 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$111,908 is reasonable (approximately the 82nd 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 13, 2026.