

# Partners In Compassionate Care Inc

Executive Director / CEO

EIN 201224185

MI · NTEE Q30

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Deng Jongkuch, Executive Director / CEO** (\$53,242) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

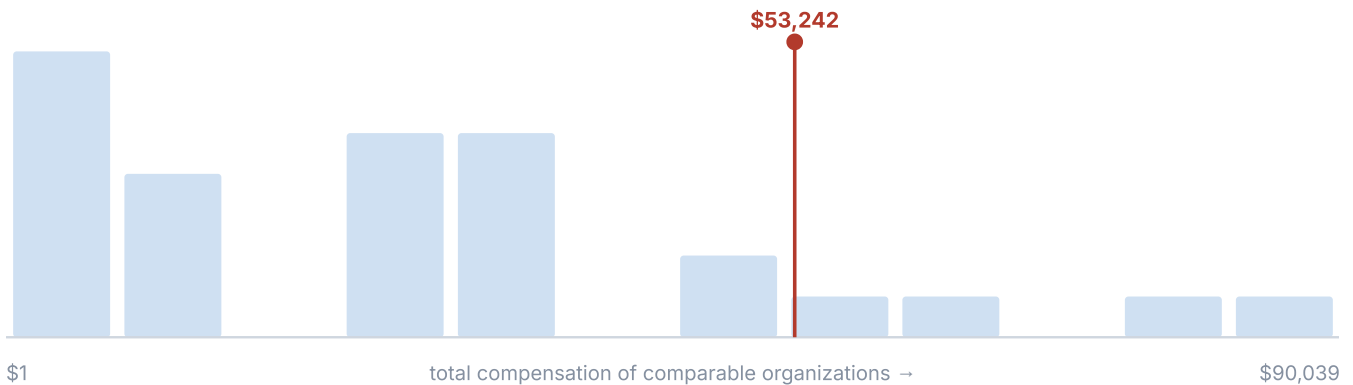
**Benchmarked executive:** Deng Jongkuch — reported title “EXEC DIR THR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q30).
BUDGET	Total revenue between \$83,304 and \$186,502 — 0.67x to 1.50x the subject's \$124,335 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

**27** organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,547	\$7,425	\$26,332	\$35,465	\$59,962	\$53,242
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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 MI 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="#">Afrika Tikkun Usa Inc</a>	OH	\$124,739	Exec Directo	\$75,000	<b>\$76,961</b>	2024
<a href="#">Mercy Partners</a>	NC	\$125,056	Executive Director	\$27,000	<b>\$26,332</b>	2025
<a href="#">U S All Blessings Corporation</a>	TN	\$121,841	President	\$26,000	<b>\$27,260</b>	2023
<a href="#">Intermed International Inc</a>	NY	\$121,592	President & Program Direct	\$35,000	<b>\$30,641</b>	2024
<a href="#">Friends Of Basha</a>	OR	\$128,694	Executive Director	\$12,000	<b>\$10,797</b>	2024
<a href="#">Vision For Missions Inc</a>	AR	\$117,432	Missionary	\$12,000	<b>\$13,068</b>	2024
<a href="#">Foundation For Restoring Womens</a>	TN	\$114,273	Medical Dir.	\$43,814	<b>\$45,937</b>	2023
<a href="#">Institute For International</a>	MI	\$113,629	Exec. Direct	\$8,000	<b>\$8,000</b>	2024
<a href="#">Solar Village Project Inc</a>	MD	\$113,596	President	\$36,928	<b>\$32,586</b>	2025
<a href="#">M&amp;g Etomi Foundation</a>	NC	\$138,000	President	\$1	<b>\$1</b>	2023
<a href="#">Friends Of Hue</a>	CA	\$109,563	Program Manager	\$3,500	<b>\$3,014</b>	2023
<a href="#">Nanubhai Education Foundation Inc</a>	GA	\$140,204	Executive Director	\$8,400	<b>\$8,183</b>	2024
<a href="#">World Dental Relief Inc</a>	OK	\$140,901	President	\$84,400	<b>\$90,039</b>	2024
<a href="#">A Bridge For Africa Foundation</a>	CO	\$107,359	Co-exec Dir.	\$32,254	<b>\$29,192</b>	2025
<a href="#">International Assistance Ministries</a>	TX	\$105,175	Director	\$37,500	<b>\$37,416</b>	2023
<a href="#">Inmed Partnerships For Children Inc</a>	WA	\$93,678	President	\$4,500	<b>\$3,903</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">His Heart For Africa Inc</a>	TN	\$155,057	President	\$4,900	<b>\$5,138</b>	2023
<a href="#">Mapendo Inc</a>	FL	\$86,420	Treasurer/secr	\$1,200	<b>\$1,092</b>	2024
<a href="#">Cdi International Inc</a>	NY	\$165,000	President	\$36,000	<b>\$31,517</b>	2024
<a href="#">Himalayan Healthcare Inc</a>	NY	\$167,365	Director	\$38,280	<b>\$33,513</b>	2024
<a href="#">The Coffee Trust</a>	NM	\$170,317	Secretary/tr	\$6,573	<b>\$6,849</b>	2024
<a href="#">Make Life Skate Life</a>	CO	\$175,405	President	\$24,000	<b>\$22,955</b>	2023
<a href="#">International Medicine Network Inc</a>	OK	\$177,364	President	\$43,017	<b>\$45,891</b>	2024
<a href="#">New Asia Foundation For Education</a>	CA	\$178,689	President	\$7,500	<b>\$6,460</b>	2023
<a href="#">Godesign Inc</a>	GA	\$178,799	Ceo	\$57,200	<b>\$55,721</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	27 organizations. Compensation range \$1–\$90,039; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$124,335); for reference, expenses \$227,971 and assets \$367,267. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Deng Jongkuch, reported title " <i>EXEC DIR THR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	85 <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 (Deng Jongkuch) 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 27 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,242 is reasonable (approximately the 85<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.