

# Committee For The Absorption Of Soviet Emigrees

Executive Director / CEO

EIN 222137253  
 NJ · NTEE P84Z  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Jane Goldberg, Executive Director / CEO** (\$102,000) against **every comparable organization** that fit the selection criteria — **252** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

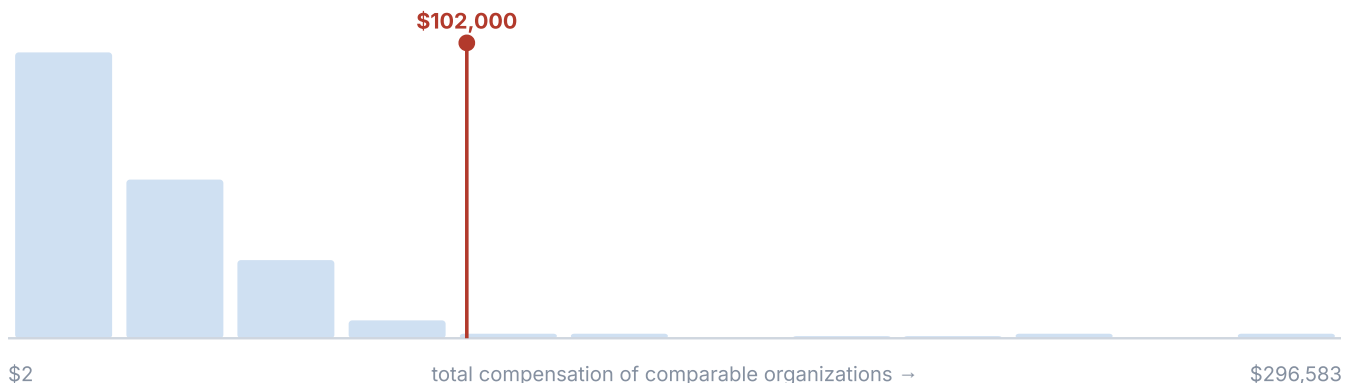
**Benchmarked executive:** Jane Goldberg — reported title “PRESIDNET/TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P84Z).
BUDGET	Total revenue between \$34,147 and \$76,450 — 0.67x to 1.50x the subject's \$50,967 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**252** organizations qualified on sector, size, and geography → **252** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$4,168</b> 10TH	<b>\$11,598</b> 25TH	<b>\$24,130</b> MEDIAN	<b>\$43,426</b> 75TH	<b>\$65,166</b> 90TH	<b>\$102,000</b> THIS ORG · 96TH
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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="#">Bring It Home Florida Inc</a>	FL	\$50,995	Director	\$29,615	<b>\$30,266</b>	2024
<a href="#">St James Youth Services Inc</a>	GA	\$51,035	Director	\$12,917	<b>\$14,129</b>	2024
<a href="#">Path Foundation</a>	PA	\$50,737	President & Ceo	\$56,601	<b>\$63,219</b>	2023
<a href="#">Make A Child Smile Inc</a>	TX	\$50,660	Executive Di	\$20,000	<b>\$21,764</b>	2024
<a href="#">Mountain Lake Services Foundation</a>	NY	\$51,373	Executive Dir.	\$27,595	<b>\$27,127</b>	2024
<a href="#">Artists For The Humanities</a>	WI	\$50,511	President	\$26,699	<b>\$31,230</b>	2023
<a href="#">Lauren Mccluskey Foundation</a>	WA	\$51,698	Executive Director	\$71,875	<b>\$72,074</b>	2023
<a href="#">Polk Prosperity Campaign Inc</a>	FL	\$50,000	Vice President	\$9,975	<b>\$10,495</b>	2023
<a href="#">Mercer Foundation Inc</a>	NC	\$49,880	Treasurer	\$11,911	<b>\$13,389</b>	2024
<a href="#">Vinfen Corporation Of Plain Inc</a>	MA	\$52,151	Former Director & Ceo	\$21,978	<b>\$22,120</b>	2023
<a href="#">Shelby County Arc Inc</a>	OH	\$52,184	Current Dire	\$15,296	<b>\$17,624</b>	2024
<a href="#">Lincoln Association For Retarded Children Inc</a>	LA	\$49,735	Program Director	\$35,000	<b>\$43,165</b>	2023
<a href="#">Healing Justice Center</a>	NC	\$52,208	Executive Director/board Member	\$3,832	<b>\$4,307</b>	2024
<a href="#">Lutheran Homes And Health Services</a>	WI	\$52,273	Ceo	\$22,653	<b>\$25,737</b>	2024
<a href="#">Peace Of Thread Inc</a>	GA	\$52,300	President	\$24,432	<b>\$27,514</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Veteran Empowerment Neighborhoods</a>	MI	\$52,343	Executive Di	\$4,680	<b>\$5,255</b>	2024
<a href="#">Forever Families Home Study</a>	FL	\$52,368	Director	\$25,000	<b>\$26,304</b>	2023
<a href="#">Vision For Independence Center</a>	WA	\$52,537	Clinic Director	\$24,934	<b>\$25,003</b>	2023
<a href="#">Mental Retardation Community Services Of Nassau County Inc</a>	NY	\$52,678	Chief Executive Officer	\$214,386	<b>\$216,976</b>	2023
<a href="#">Nami Acs Aka Nami Alameda County South</a>	CA	\$52,731	Executive Director	\$64,480	<b>\$60,572</b>	2024
<a href="#">Connecticut Counseling Centers Fund Inc</a>	CT	\$52,807	Executive Director And Pre	\$57,005	<b>\$58,147</b>	2024
<a href="#">Hope For Widows</a>	TX	\$49,108	President	\$6,000	<b>\$6,530</b>	2024
<a href="#">East Savannah United Inc</a>	GA	\$49,030	Executive Di	\$81,477	<b>\$91,756</b>	2023
<a href="#">Family Alternatives Inc</a>	GA	\$48,900	President	\$45,675	<b>\$51,438</b>	2023
<a href="#">Life Enrichment Trust Of New Jersey Inc</a>	PA	\$53,075	Ceo & President	\$36,502	<b>\$39,601</b>	2024

**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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 252 organizations. Compensation range \$2–\$296,583; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$50,967); for reference, expenses \$183,433 and assets \$1,507,527. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

ROLE MATCH	Jane Goldberg, reported title "PRESIDNET/TREASURER", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	86 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	96 <sup>th</sup>
Reportable pay only (column D), adjusted	98 <sup>th</sup>
All sources (D + E + F), adjusted	66 <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 (Jane Goldberg) 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 252 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,000 is reasonable (approximately the 96<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.