

German-american Society Of Trenton

Executive Director / CEO

EIN 222192905

NJ · NTEE A23

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Donald Warner, Executive Director / CEO** (\$1,682) against **every comparable organization** that fit the selection criteria — **165** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

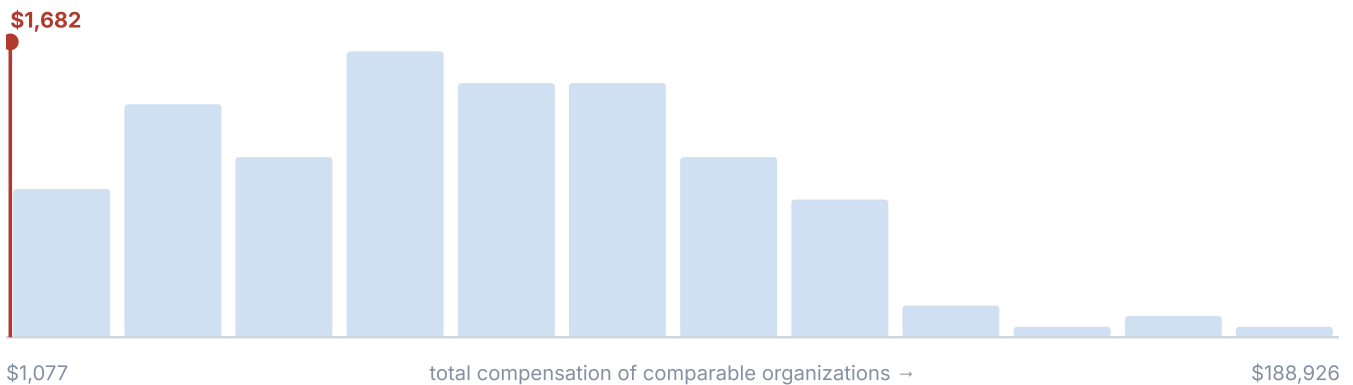
Benchmarked executive: Donald Warner — reported title "TRUSTEE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$333,844 and \$747,414 — 0.67x to 1.50x the subject's \$498,276 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

165 organizations qualified on sector, size, and geography → **165** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,423	\$38,121	\$65,173	\$90,466	\$112,675	\$1,682
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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
Charro Days Inc	TX	\$499,901	Executive Director	\$44,000	\$46,648	2025
Be The Healing Inc	OR	\$496,535	Executive Dir.	\$24,000	\$23,622	2025
Japanese Cultural Center Tea House &	MI	\$495,853	Executive Director	\$23,074	\$25,909	2024
Foundation For Korean Language & Culture In The Usa	CA	\$494,664	Secretary	\$43,091	\$40,480	2024
New York Chinese Cultural Center Inc	NY	\$493,915	Executive Director	\$85,500	\$84,050	2024
Japan-america Society Of Tennessee	TN	\$492,666	President	\$86,009	\$98,353	2024
Igogo International	IN	\$492,085	President	\$125,000	\$143,405	2024
Hospitality Center For Chinese	MN	\$504,509	Executive Director	\$71,004	\$74,359	2025
Alliance Francaise De St Louis	MO	\$504,539	Executive Director	\$86,737	\$99,942	2024
Korean American Center	CA	\$506,498	Ceo	\$67,500	\$63,409	2024
Enrich Chicago	IL	\$489,079	Executive Director	\$89,889	\$96,138	2024
Latinos United For A New America	CA	\$487,880	Co-director	\$87,517	\$82,213	2024
Subject Matter Inc	NY	\$487,822	Co-executive Director	\$60,000	\$58,983	2024
Green Card Voices	MN	\$509,876	Co-director	\$84,815	\$91,173	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Westerners The First People Of	CA	\$486,134	President & Ceo	\$141,242	\$132,682	2024
Silence Is Violence Fka New Orleans	LA	\$511,548	Executive Director	\$70,526	\$84,484	2024
Black Hills Powwow Association	SD	\$512,183	Vice President	\$3,190	\$3,829	2024
Korean Performing Arts Institute Of Chicago	IL	\$483,721	Education Director	\$36,375	\$38,903	2024
Na Maka Haloa O Waipio	HI	\$483,586	President	\$71,200	\$71,397	2023
Maine-wabanaki Reach	ME	\$513,806	Executive Dir.	\$29,980	\$31,817	2025
Stone Soup Leadership Institute Inc	MA	\$514,585	Secretary	\$90,000	\$87,984	2024
Brooklyn Japanese American Family	NY	\$514,591	President	\$34,776	\$35,196	2023
Aleut International Association	AK	\$481,180	Executive Di	\$80,859	\$84,099	2024
Alliance Francaise De Denver	CO	\$517,427	Executive Di	\$87,548	\$91,326	2024
Brasil Brasil Cultural Center	CA	\$477,881	Director	\$50,600	\$47,533	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.

● Sample, role match & sensitivity

PEER COUNT 165 organizations. Compensation range \$1,077–\$188,926; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$498,276); for reference, expenses \$478,714 and assets \$311,541.

ROLE MATCH Donald Warner, reported title "TRUSTEE", 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 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	1 st
All sources (D + E + F), adjusted	1 st

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 (Donald Warner) 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 10, 2026, comparing compensation against 165 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,682 is reasonable (approximately the 1st 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 10, 2026.