

Kleinman Holocaust Education Center Inc

Executive Director / CEO

EIN 270644792
 NY · NTEE X30
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Raymond Friedmann, Executive Director / CEO** (\$207,885) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Raymond Friedmann — 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

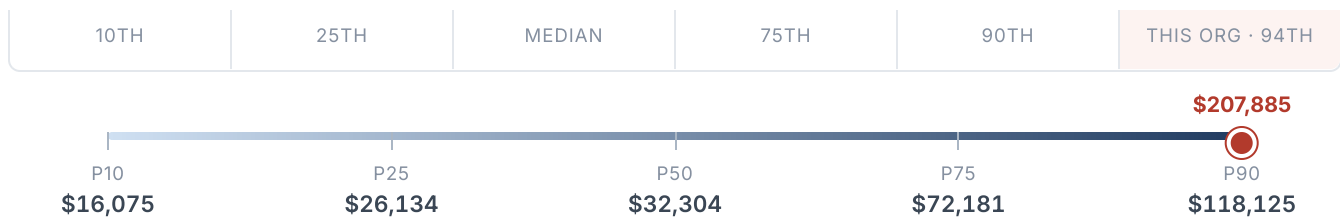
- SECTOR** Organizations sharing the subject's NTEE classification (X30).
- BUDGET** Total revenue between \$100,226 and \$224,388 — 0.67x to 1.50x the subject's \$149,592 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (X30), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,075	\$26,134	\$32,304	\$72,181	\$118,125	\$207,885
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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
Your Torah Tutors	MI	\$146,345	President Treasury Director	\$33,800	\$38,608	2023
Nexus Education Foundation Inc	NJ	\$154,047	Trustee	\$22,100	\$21,836	2023
Simon And Josephine Braitman Family	NY	\$155,336	Secretary	\$30,887	\$30,001	2024
Laurellen Productions	PA	\$138,520	President	\$25,000	\$26,798	2024
Orot The Center For New Jewish Learning	IL	\$161,233	President	\$50,000	\$52,838	2024
Committee For The Strengthening Of Torah True Jewish Commitment	NY	\$134,215	President	\$3,000	\$2,914	2024
Seder Family Foundation	IL	\$172,751	Secretary	\$121,518	\$132,208	2023
Ameinu	MI	\$177,497	President	\$193,666	\$214,869	2024
Maccabim Hebrew School	IL	\$181,263	President	\$29,131	\$30,784	2024
Beit Kohenet Inc	MD	\$182,529	Ceo	\$33,116	\$33,279	2024
Yesodei Hadas Inc	NJ	\$183,151	Trustee	\$111,504	\$107,012	2024
Swarthmore Chabad	PA	\$190,489	President	\$30,000	\$31,329	2025
Ignite Yp Inc	MO	\$108,506	Roberts	\$67,082	\$78,628	2023
Hillel The Foundation For Jewish Campus Life	VA	\$192,633	Executive Director	\$108,000	\$112,089	2024
Lubavitch Colombia Inc	NY	\$201,303	Director	\$12,000	\$12,000	2023
Areyvut Inc	NJ	\$207,521	Founder And Director	\$27,000	\$25,912	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tikkun Ha-ir Of Milwaukee Inc	WI	\$210,817	Executive Director	\$42,444	\$46,419	2025
Instarabbi	CA	\$212,655	Treasurerdirector	\$19,200	\$17,821	2024

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	18 organizations. Compensation range \$2,914–\$214,869; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$149,592); for reference, expenses \$276,458 and assets \$0. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Raymond Friedmann, 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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	94 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th

All sources (D + E + F), adjusted

83rd

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 (Raymond Friedmann) 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 18 similarly situated organizations (Same NTEE sector (X30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$207,885 is reasonable (approximately the 94th 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.