

Cleveland Kashruth Organization Inc

Executive Director / CEO

EIN 341874133

OH · NTEE X30

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Steven Rivkin, Executive Director / CEO** (\$2,847) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

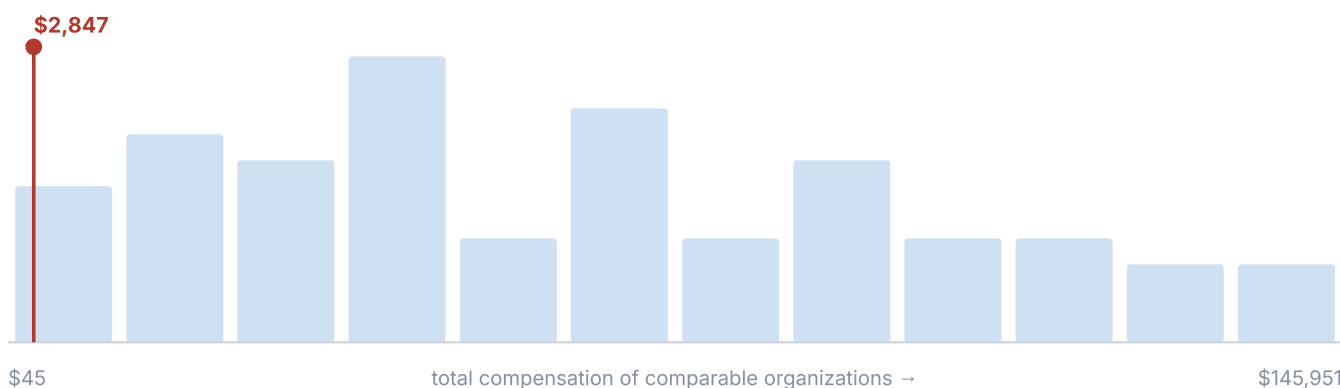
Benchmarked executive: Steven Rivkin — reported title "Treasurer", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X30).
BUDGET	Total revenue between \$210,709 and \$471,738 — 0.67x to 1.50x the subject's \$314,492 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X30), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,192

\$30,343

\$57,396

\$91,194

\$113,969

\$2,847



■ 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 OH 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
Limmud Na	CA	\$315,105	Ceo	\$184,309	\$145,951	2024
Aleph Learning Center	NY	\$311,573	Director	\$22,154	\$18,358	2024
Congregation Beit Simcha	AZ	\$323,025	Rabbi	\$98,253	\$86,655	2024
Jewish Community Legacy Project Inc	GA	\$323,849	Sr. Vice Pre	\$130,000	\$123,413	2023
Community Mikveh Ltd	NY	\$324,980	Secretary	\$36,500	\$30,247	2024
Kollel Of Young Israel	OH	\$325,000	Rosh Kollel	\$65,000	\$63,135	2024
Jewish Heritage Connection	PA	\$325,963	Pres/exec Dir	\$81,990	\$73,049	2025
Asher Lshlomo Inc	NY	\$300,335	President	\$6,250	\$5,180	2024
Menorah Arts Culture And	CO	\$329,430	President	\$29,823	\$27,000	2023
Lev Hachnasat Orchim Inc	CA	\$329,720	Ceo	\$37,569	\$30,629	2023
Tifereth Raphael Inc	MA	\$296,235	Pres,treas,d	\$12,000	\$9,889	2024
Institute For Jewish Ideas & Ideals Inc	NY	\$336,162	Vice Pres./director	\$134,600	\$111,540	2024
The Southern-tier Torah Advancement & Revitization	NY	\$340,608	Director	\$118,764	\$101,325	2023
Jewish Farmer Network	NC	\$286,312	Executive Director	\$64,731	\$63,149	2023
Nefesh Hachaim Mentoring Inc	NJ	\$343,380	President	\$21,332	\$17,982	2023
Awakened Heart Project	NY	\$284,511	Vice President	\$55,167	\$45,716	2024
Mitzvah Matters	CA	\$344,861	President	\$68,000	\$55,439	2023
Project Genesis Inc	MD	\$282,560	Director	\$79,500	\$68,161	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sababa Entertainment Inc	PA	\$280,253	President	\$2,800	\$2,561	2024
The Women's Rabbinic Network Ltd	NY	\$354,036	Executive Director	\$109,763	\$88,614	2025
The Shalem School	CA	\$354,806	Vice President & Treasurer	\$86,154	\$70,239	2023
Jewish Education Worldwide Inc	FL	\$272,722	Director	\$49,000	\$42,214	2024
Or Azion Inc	NY	\$270,050	President	\$36,500	\$31,140	2023
Community Kashrus Of Greater Philadelphia	PA	\$269,562	Administrator	\$77,000	\$72,498	2023
Jcrafts By Chabad Inc	MD	\$269,166	President	\$104,369	\$92,126	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	70 organizations. Compensation range \$45–\$145,951; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$314,492); for reference, expenses \$324,909 and assets \$77,278.
ROLE MATCH	Steven Rivkin, reported title " <i>Treasurer</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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	4 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 (Steven Rivkin) 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 70 similarly situated organizations (Same NTEE sector (X30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,847 is reasonable (approximately the 4th 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.