

Public Facilities Group

Executive Director / CEO

EIN 364834180
 WA · NTEE S47
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **John Finke, Executive Director / CEO** (\$234,000) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

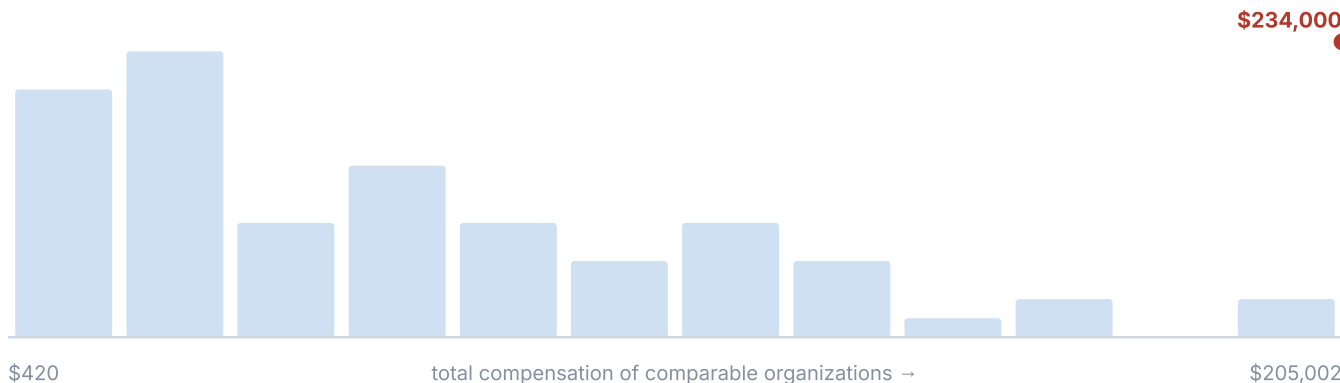
Benchmarked executive: John Finke — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (S47).
- BUDGET** Total revenue between \$249,812 and \$559,281 — 0.67x to 1.50x the subject's \$372,854 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.

68 organizations qualified on sector, size, and geography → **68** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,782	\$22,283	\$51,568	\$91,362	\$125,873	\$234,000
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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 WA 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
700 Hill Street Inc	LA	\$370,634	President	\$17,281	\$21,254	2023
Cifc 120 Main Holding Corp	CT	\$370,177	Asst. Secretary	\$12,667	\$13,266	2023
Richmond Members Corp	NY	\$368,453	President	\$44,154	\$43,286	2024
Logosworks Properties	PA	\$365,873	Ceo	\$106,648	\$118,789	2023
Operating Engineers Local 4 Building	MA	\$381,168	Director	\$96,800	\$91,938	2025
Spurwink Properties Inc	RI	\$362,979	Executive Director/cfo	\$29,221	\$31,296	2023
Stacy Foundation Building Inc	FL	\$362,318	Director	\$29,501	\$30,067	2024
Illinois Land Title Association	IL	\$387,379	2nd Vice President	\$1,500	\$1,600	2024
Ufoa Realty Holdings Inc	NY	\$388,998	President	\$9,606	\$9,417	2024
Cair California Title Holding Corp	CA	\$390,162	Ceo	\$9,284	\$8,698	2024
Bais Malka Hasc Llc	NY	\$390,581	Ceo	\$22,612	\$21,596	2025
Service Employees International	MN	\$396,068	President	\$66,844	\$71,656	2024
Saunders Properties Of Western New York	NY	\$348,078	President/cmo/ceo	\$37,284	\$36,551	2024
Lexington-bluegrass Association Of	KY	\$346,282	President	\$1,500	\$1,748	2024
Ucc Realty Holding Company Inc	NJ	\$346,226	Executive Director	\$8,842	\$8,818	2023
Electcrafts Incorporated	CA	\$343,468	President	\$5,327	\$4,990	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Local 5 Holdings Inc	HI	\$406,996	Chair	\$28,166	\$27,358	2024
Camelot Community Care Property	FL	\$407,194	President/ Ceo	\$400	\$420	2023
Poah Nmtc2 Title Holding Corporation Co	MA	\$337,504	Director/president	\$30,476	\$29,711	2024
Local Union 488 Ibew Building	CT	\$410,560	Business Manager/fin Sec	\$70,615	\$73,952	2023
Orange Coast Association Of Realtors Inc	CA	\$332,695	Ceo	\$72,220	\$67,656	2024
Institute Of Real Estate Mngmt	CA	\$332,622	Executive Dir.	\$99,700	\$93,400	2024
Institute Of Real Estate Management	MA	\$414,104	Executive Director	\$156,975	\$157,555	2023
North Palm Beach County Jewish Community	FL	\$331,149	Chief Executive Officer	\$60,207	\$61,362	2024
Institute Of Real Estate Management	MD	\$328,805	Executive Director	\$166,726	\$169,106	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 **68** organizations. Compensation range \$420–\$205,002; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$372,854); for reference, expenses \$568,088 and assets \$183,126. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	John Finke, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	53 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	100 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	54 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 (John Finke) 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 68 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$234,000 is reasonable (approximately the 100th 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.