

4th Family Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jahkeen Hoke, Executive Director / CEO** (\$32,000) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

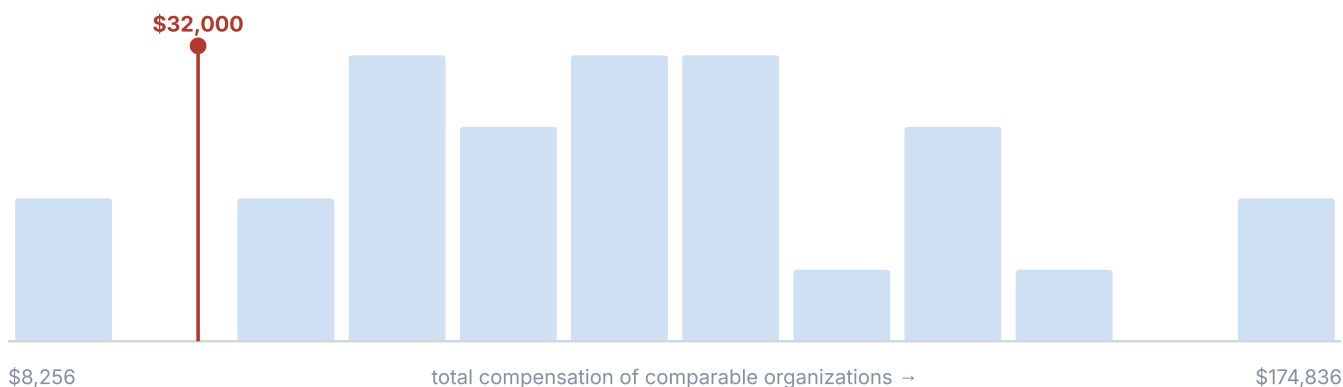
Benchmarked executive: Jahkeen Hoke — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$334,602 and \$749,110 — 0.67x to 1.50x the subject's \$499,407 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + NY + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$41,894	\$59,125	\$80,547	\$110,771	\$135,209	\$32,000
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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 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
The Relief Zone Inc	NY	\$495,679	Executive Di	\$57,641	\$57,641	2023
Children Of The City Inc	NY	\$508,015	Executive Director	\$63,577	\$63,577	2023
Just As I Am Youth Empowerment Inc	NY	\$520,457	Ceo & President	\$130,418	\$130,418	2023
Stay-focused Inc	NY	\$528,893	President, Director	\$79,330	\$77,054	2024
Nycsalt Inc	NY	\$469,111	Founder & Chief Executive Officer	\$162,758	\$162,758	2023
Magic Box Productions Inc	NY	\$537,277	Executive Di	\$95,231	\$92,499	2024
Young Excellence Society Inc	NY	\$537,288	Executive Director	\$54,400	\$54,400	2023
Peace Of The City Ministries Inc	NY	\$543,677	Board Member/executive Director	\$119,267	\$115,845	2024
Girls On The Run Of Buffalo Inc	NY	\$441,543	Board Member	\$83,760	\$79,260	2025
Larchmontmamaroneck Youth Lacrosse	NY	\$440,852	Director	\$8,500	\$8,256	2024
Still Got Game Foundation Inc	NY	\$558,965	Ed/treasurer	\$180,000	\$174,836	2024
The Determination Center Of Cny Inc	NY	\$564,923	President	\$42,563	\$42,563	2023
The Butterfly Effect Project Inc	NY	\$596,343	Executive Di	\$84,250	\$81,833	2024
Horizons New York City	NY	\$618,312	Executive Director	\$140,000	\$140,000	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Own Your Future Outreach Inc	NY	\$371,736	President	\$69,231	\$69,231	2023
New Community Project Inc	NY	\$370,800	Founder And Ceo	\$75,000	\$72,848	2024
Catrock Ventures Inc	NY	\$633,282	Executive Officer	\$130,315	\$126,576	2024
Iraise Girls & Boys International Corporation	NY	\$635,446	Ceo	\$90,475	\$94,184	2022
American Debate League Inc	NY	\$358,602	Executive Director	\$95,055	\$92,328	2024
Mission Be Inc	NY	\$357,538	Ceo	\$124,920	\$121,336	2024
12th Rock Ministries Inc	NY	\$353,432	President	\$54,640	\$54,640	2023
Cliff Avril Family Foundation Inc	NY	\$351,214	Secretary	\$88,003	\$85,478	2024
Adirondack Ski Touring Council Inc	NY	\$342,606	Executive Dir.	\$80,000	\$77,705	2024
Black Men Achieve Of Greater Rochester Inc	NY	\$336,288	Ceo & Program Leader	\$41,225	\$41,225	2023
World Soccer Organization Inc	NY	\$334,856	Director	\$21,000	\$20,398	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 26 organizations. Compensation range \$8,256–\$174,836; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$499,407); for reference, expenses \$592,711 and assets \$35,428.

ROLE MATCH Jahkeen Hoke, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	8 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	8 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 (Jahkeen Hoke) 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 26 similarly situated organizations (Same NTEE sector (O50) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,000 is reasonable (approximately the 8th 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.