

# We Are One New Jersey Inc

Executive Director / CEO

EIN 465461603

NJ · NTEE P84

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Charles Wowkanech, Executive Director / CEO** (\$6,300) against **every comparable organization** that fit the selection criteria — **75** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Charles Wowkanech — 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 (P84).

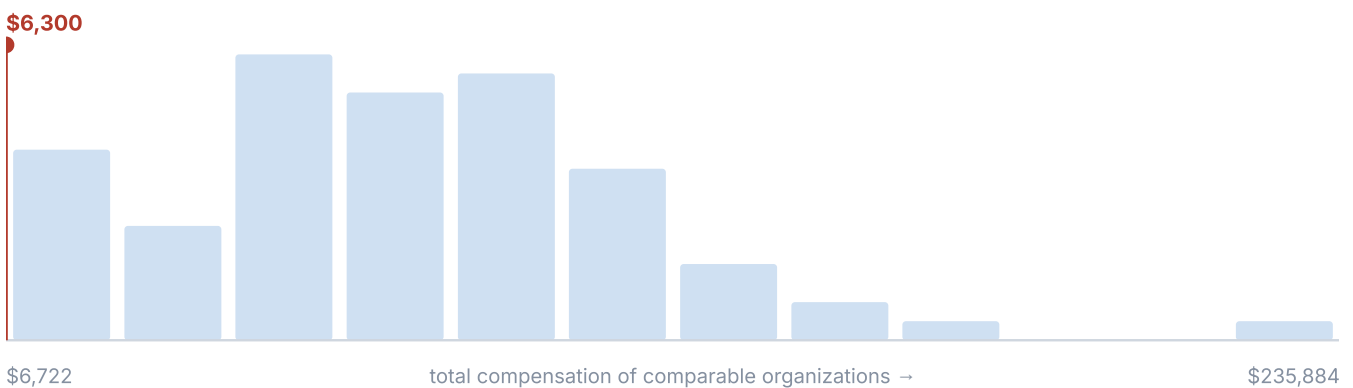
**BUDGET** Total revenue between \$333,495 and \$746,632 — 0.67x to 1.50x the subject's \$497,755 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P84), nationwide + budget 0.67–1.5x revenue.

**75** organizations qualified on sector, size, and geography

→ **75** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,425	\$47,731	\$71,176	\$97,644	\$120,473	\$6,300
----------	----------	----------	----------	-----------	---------

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 0TH
------	------	--------	------	------	----------------

\$6,300



## ■ 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
<a href="#">Una Mano Una Esperanza</a>	CO	\$494,859	Executive Director	\$13,100	<b>\$14,069</b>	2024
<a href="#">New Neighbors Partnership Association</a>	NY	\$491,695	Executive Director	\$70,140	<b>\$70,987</b>	2024
<a href="#">Uniendo Sentimientos Oregon</a>	OR	\$484,457	Executive Director	\$35,072	<b>\$37,556</b>	2023
<a href="#">Haiti Cultural Exchange Inc</a>	NY	\$484,209	Executive Director	\$84,000	<b>\$85,015</b>	2024
<a href="#">Irish Immigration Pastoral Center</a>	CA	\$481,410	President	\$49,332	<b>\$47,711</b>	2024
<a href="#">Woori Center</a>	PA	\$515,095	Executive Director	\$65,346	<b>\$72,986</b>	2024
<a href="#">La Plaza</a>	CO	\$478,802	Executive Di	\$51,003	<b>\$54,775</b>	2024
<a href="#">Hearts And Homes For Refugees</a>	NY	\$520,937	Founder & President	\$45,000	<b>\$45,544</b>	2024
<a href="#">Life Of Hope</a>	NY	\$527,060	Executive Di	\$55,908	<b>\$58,254</b>	2023
<a href="#">Together &amp; Free Inc</a>	NY	\$465,803	Executive Director	\$125,000	<b>\$130,247</b>	2023
<a href="#">Milestone Community Developmen</a>	MN	\$464,045	Executive Dr	\$89,048	<b>\$98,550</b>	2024
<a href="#">True Alliance Center Inc</a>	MA	\$532,399	President	\$88,765	<b>\$91,978</b>	2023
<a href="#">Upper Midwest American Indian Center</a>	MN	\$460,962	Executive Director	\$30,251	<b>\$34,468</b>	2023
<a href="#">Pennsylvania Hias Indigent Immigrant</a>	PA	\$460,825	Executive Director	\$23,826	<b>\$26,612</b>	2024
<a href="#">New Women New Yorkers Inc</a>	NY	\$460,184	Ceo	\$68,646	<b>\$71,528</b>	2023
<a href="#">Gateway Of Grace</a>	TX	\$455,143	Executive Director And Founder	\$89,000	<b>\$102,658</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alimentando Al Pueblo</a>	WA	\$454,363	Executive Dir.	\$52,722	<b>\$54,429</b>	2023
<a href="#">Hispanic Liaison Of Chatham County</a>	NC	\$450,071	Executive Di	\$76,248	<b>\$88,240</b>	2024
<a href="#">Iowa Congolese Organization And</a>	IA	\$446,134	President	\$19,644	<b>\$24,802</b>	2023
<a href="#">Anewamerica Community Corporation</a>	CA	\$549,693	Ceo	\$100,024	<b>\$96,737</b>	2024
<a href="#">Reclaim Childhood Inc</a>	MA	\$551,070	Executive Director	\$96,760	<b>\$94,876</b>	2025
<a href="#">Garces Family Foundation</a>	PA	\$444,097	Executive Director	\$108,673	<b>\$121,379</b>	2024
<a href="#">El Pueblo</a>	MS	\$443,718	Executive Director	\$55,167	<b>\$70,849</b>	2023
<a href="#">Colorado People's Alliance</a>	CO	\$558,160	Interim Exec	\$113,535	<b>\$125,535</b>	2023
<a href="#">Manhattan Afghan Resettlement Team Fund Inc</a>	KS	\$559,587	Executive Director	\$65,192	<b>\$78,882</b>	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 2024 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	<b>75</b> organizations. Compensation range \$6,722–\$235,884; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$497,755); for reference, expenses \$474,553 and assets \$115,537.
ROLE MATCH	Charles Wowkanech, reported title <i>"TRUSTEE"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

RELATED-ORG PAY	3 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	1 <sup>st</sup>
Reportable pay only (column D), adjusted	4 <sup>th</sup>
All sources (D + E + F), adjusted	0 <sup>th</sup>

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 (Charles Wowkanech) 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 75 similarly situated organizations (Same NTEE sector (P84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,300 is reasonable (approximately the 0<sup>th</sup> 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.