

# The Journalists And Writers Foundation Inc

Executive Director / CEO

EIN 475582687  
 NY · NTEE P20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Mehmet Kilic, Executive Director / CEO** (\$90,925) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

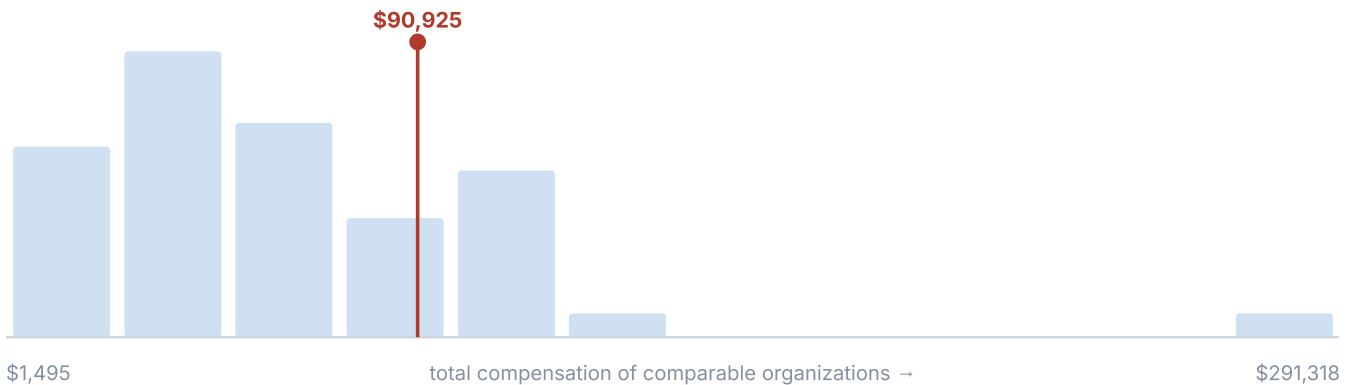
**Benchmarked executive:** Mehmet Kilic — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$242,875 and \$543,751 — 0.67x to 1.50x the subject's \$362,501 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + NY + budget 0.67–1.5x revenue.

**43** organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,726	\$32,492	\$51,477	\$87,981	\$106,359	\$90,925
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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
<a href="#">Center4hope Inc</a>	NY	\$361,849	Executive Director	\$90,962	<b>\$90,962</b>	2024
<a href="#">Southwest Area Neighborhood Association</a>	NY	\$359,883	Executive Director	\$53,654	<b>\$53,654</b>	2024
<a href="#">Rockland Opportunity Development</a>	NY	\$351,555	President	\$46,000	<b>\$47,359</b>	2023
<a href="#">African Refuge Inc</a>	NY	\$374,587	Executive Di	\$46,800	<b>\$48,182</b>	2023
<a href="#">Minority Millennials</a>	NY	\$374,942	President	\$31,918	<b>\$32,861</b>	2023
<a href="#">Transform Ny Inc</a>	NY	\$348,561	President	\$13,000	<b>\$13,000</b>	2024
<a href="#">Share For Life Foundation Inc</a>	NY	\$347,305	Executive Director	\$10,500	<b>\$10,500</b>	2024
<a href="#">Mitzvah Man Foundation Corp</a>	NY	\$382,126	Chief Operating Officer	\$141,750	<b>\$141,750</b>	2024
<a href="#">Starfish Greathearts Foundation Usa</a>	NY	\$391,990	Executive Director	\$103,125	<b>\$103,125</b>	2024
<a href="#">Songcatchers Inc</a>	NY	\$393,221	Board Member	\$1,495	<b>\$1,495</b>	2024
<a href="#">Harlem One Stop Inc</a>	NY	\$395,487	President &	\$24,250	<b>\$24,250</b>	2024
<a href="#">Hermansky Pudlak Syndrome Network</a>	NY	\$323,223	President	\$19,640	<b>\$19,640</b>	2024
<a href="#">Oakwood Community Center Inc</a>	NY	\$322,781	Executive Director	\$26,475	<b>\$26,475</b>	2024
<a href="#">Copiague Christian Church</a>	NY	\$313,759	President	\$16,154	<b>\$16,631</b>	2023
<a href="#">Global Cities Group</a>	NY	\$309,637	Ceo Founder Board Director	\$101,899	<b>\$101,899</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Educate The Children Inc</a>	NY	\$417,870	Executive Director	\$33,990	<b>\$33,114</b>	2025
<a href="#">Faith In Harm Reduction Inc</a>	NY	\$306,273	Executive Dir.	\$59,350	<b>\$59,350</b>	2024
<a href="#">Foundation For Abilities First New York</a>	NY	\$303,758	Chief Executive Officer	\$45,098	<b>\$46,430</b>	2023
<a href="#">The Okra Project</a>	NY	\$291,276	Executive Director	\$112,000	<b>\$112,000</b>	2024
<a href="#">Urban League Of Long Island Inc</a>	NY	\$285,045	President Ceo	\$99,353	<b>\$106,481</b>	2022
<a href="#">Naturally Occurring Cultural Districts Ny Inc</a>	NY	\$284,922	Member	\$102,836	<b>\$105,873</b>	2023
<a href="#">Heartsong Inc</a>	NY	\$275,544	Executive Director	\$32,990	<b>\$35,357</b>	2022
<a href="#">Polonians Organized To Minister To Our Community Inc</a>	NY	\$450,831	Board President	\$30,907	<b>\$30,907</b>	2024
<a href="#">Do For One Nyc</a>	NY	\$272,367	President	\$72,797	<b>\$74,947</b>	2023
<a href="#">People Against Trafficking Humans</a>	NY	\$453,207	Executive Di	\$84,996	<b>\$82,805</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **43** organizations. Compensation range \$1,495–\$291,318; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$362,501); for reference, expenses \$365,917 and assets \$86,638.

ROLE MATCH	Mehmet Kilic, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	74 <sup>th</sup>
Reportable pay only (column D), adjusted	79 <sup>th</sup>
All sources (D + E + F), adjusted	65 <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 (Mehmet Kilic) 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 43 similarly situated organizations (Same NTEE sector (P20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,925 is reasonable (approximately the 74<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.