

Tavia And Freda Gordon Family

Executive Director / CEO

EIN 541916632

VA · NTEE T90

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Naomi Limor Sedek, Executive Director / CEO** (\$5,470) against **every comparable organization** that fit the selection criteria — **720** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Naomi Limor Sedek — reported title “SECRETARY (SINCE 7/15/20)”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

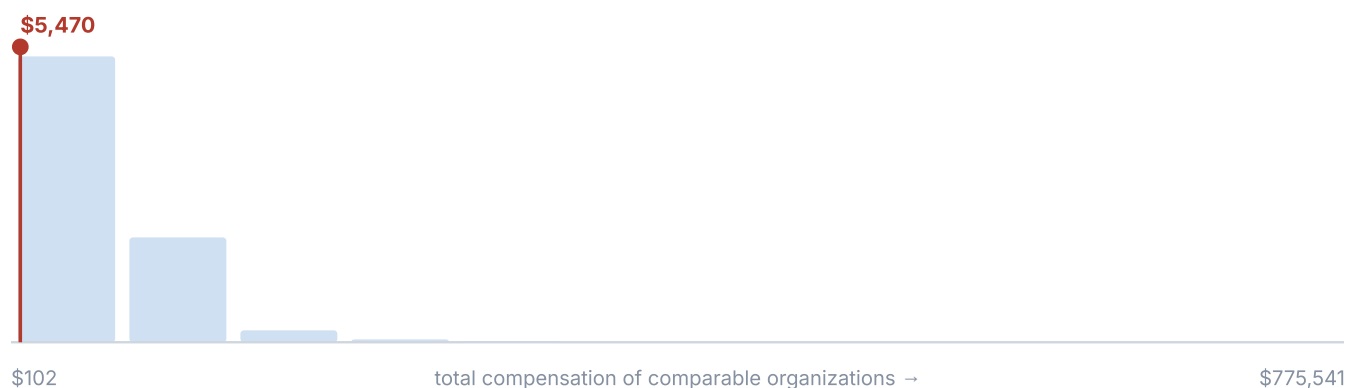
SECTOR Organizations sharing the subject's NTEE classification (T90).

BUDGET Total revenue between \$164,901 and \$369,181 — 0.67x to 1.50x the subject's \$246,121 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

720 organizations qualified on sector, size, and geography → **720** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,361

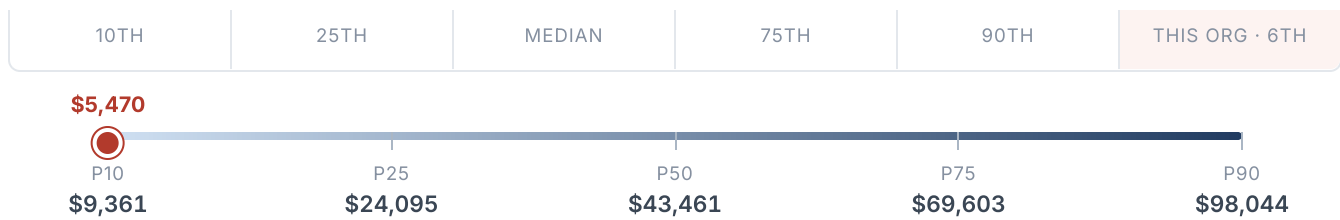
\$24,095

\$43,461

\$69,603

\$98,044

\$5,470



■ 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 VA 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 Community Chest Of Englewood	NJ	\$246,442	Executive Director	\$76,300	\$70,555	2024
South Carolina Federal Credit Union	SC	\$246,692	Executive Director	\$58,801	\$65,410	2023
Saving Grace K9s	NC	\$245,382	Director	\$24,000	\$26,442	2023
Light Of Life Performing Arts	PA	\$245,294	Board Chair	\$30,105	\$31,093	2024
Love Our Veterans Inc	NC	\$245,116	President	\$77,662	\$85,564	2023
United Way Of Southington Inc	CT	\$247,202	Executive Director	\$40,000	\$39,990	2023
Healthy Brighton Title Holding	IL	\$247,279	President	\$9,452	\$9,624	2024
United Way Of Whitewater Valley Inc	IN	\$247,353	President	\$73,146	\$79,889	2024
Biletnikoff Foundation	CA	\$244,689	Executive Direc	\$73,500	\$65,732	2024
All For Lunch Inc	GA	\$247,690	Executive Director	\$30,000	\$31,241	2024
Amistad Cristiana Christian Church	TX	\$248,089	Officer	\$64,308	\$66,624	2024
Golden Hill Foundation Inc	CT	\$244,152	Ceo	\$41,336	\$41,326	2023
Blaze Credit Union Foundation	MN	\$244,151	Ceo - Credit Union	\$47,218	\$48,322	2024
The Lifeshare Foundation	OK	\$248,336	Chief Executive Officer	\$48,631	\$55,460	2024
Maeday Rescue Inc	CA	\$248,382	President	\$54,184	\$48,458	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Woody Foundation Inc	FL	\$248,584	Vice President	\$28,498	\$27,727	2024
Red Hot Organization Inc	NY	\$248,808	Member	\$39,000	\$36,499	2024
70x7 Foundation Inc	GA	\$242,895	Executive Dir.	\$51,667	\$53,804	2024
Kishwaukee United Way	IL	\$249,389	Frmr Exec Dir	\$70,300	\$69,734	2025
Tibetan Children's Education Foundation	MT	\$249,530	Executive Director	\$48,000	\$55,171	2023
Stand Together Foundation Inc	WI	\$242,619	Director/senior Vp - Community Impact	\$4,819	\$5,212	2024
Social Venture Partners Minnesota	MN	\$249,716	Executive Direc	\$61,000	\$62,426	2024
Ted Lindsay Foundation	MI	\$242,028	President	\$24,000	\$25,656	2024
Erasmus Neighborhood Federation Inc	NY	\$241,786	Executive Director	\$57,512	\$52,437	2025
Summit Foundation Inc	NY	\$241,691	Consultant	\$29,036	\$27,977	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 720 organizations. Compensation range \$102–\$775,541; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$246,121); for reference, expenses \$313,973 and assets \$6,183,536.

ROLE MATCH	Naomi Limor Sedek, reported title " <i>SECRETARY (SINCE 7/15/20)</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	194 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	26 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	6 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	80 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 (Naomi Limor Sedek) 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 720 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,470 is reasonable (approximately the 6th 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.