

Peace Islands Institute Inc

Executive Director / CEO

EIN 550826499

NJ · NTEE N50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Adam Ozdemir, Executive Director / CEO** (\$85,821) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

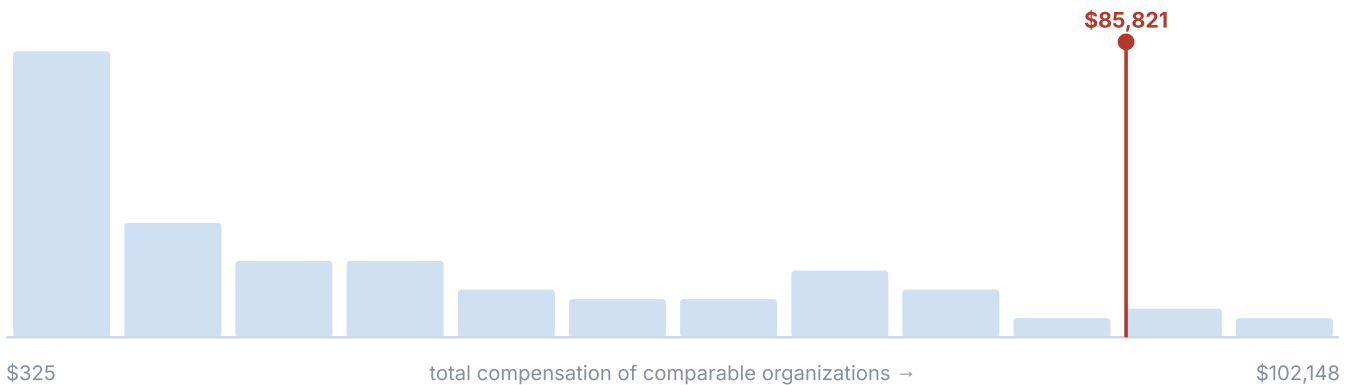
Benchmarked executive: Adam Ozdemir — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N50).
BUDGET	Total revenue between \$218,828 and \$489,913 — 0.67x to 1.50x the subject's \$326,609 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N50), nationwide + budget 0.67–1.5x revenue.

90 organizations qualified on sector, size, and geography → **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,118	\$6,302	\$22,174	\$51,198	\$70,767	\$85,821
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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 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
Play Area Association Inc	NY	\$322,322	Pal Teacher	\$73,281	\$70,182	2025
Goodwill Beneficial Association	PA	\$321,975	Financial Secretary/direct	\$2,951	\$3,296	2023
Home Association Ephraim Slaug	PA	\$332,199	President	\$10,484	\$11,710	2023
Pilagamish Community Club	WA	\$318,090	Ranger	\$23,764	\$23,830	2023
Pine Tree Coutry Club	TN	\$335,998	Grounds Manager	\$39,780	\$46,833	2023
Motorcycle Roadracing Association Inc	CO	\$336,507	President	\$6,265	\$6,728	2023
Monroe County Public School Athletic	NY	\$315,818	President	\$23,690	\$22,688	2025
Women Of Colors	MI	\$339,290	President	\$67,226	\$77,717	2023
Gary Sportsmen Club	IN	\$312,840	President	\$500	\$574	2024
Bristol Polish American Citizens	CT	\$340,759	Treasurer	\$22,880	\$23,338	2024
Newberry Independent Club	PA	\$311,297	President	\$10,800	\$12,063	2023
Abilene Clay Sports	TX	\$342,223	Club Manager	\$36,601	\$39,830	2024
Upper Saucon Social Quarters	PA	\$307,910	Bar Manager	\$22,985	\$25,672	2023
Soul Purpose Of New York Inc	NY	\$307,312	Treasurer/director	\$5,000	\$5,060	2023
German American Federation	PA	\$348,517	President	\$10,116	\$10,975	2024
Wonder Girls Usa Inc	NJ	\$304,677	Ceo	\$48,500	\$47,109	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dc Mamba	DC	\$302,800	President And Ceo	\$31,652	\$31,109	2023
Roswell Wine Festival Inc	GA	\$301,854	President	\$78,495	\$85,862	2024
Sportsman Association Of Perry Co	MO	\$301,208	President	\$20,463	\$24,275	2023
The American Italian Bocce Club Of Royersford Pa	PA	\$352,147	Treasurer	\$58,863	\$65,745	2023
Indianapolis Bridge Center Inc	IN	\$300,902	Manager	\$26,205	\$30,951	2023
Pacific Beach Tennis Club	CA	\$353,647	Club Manager	\$101,221	\$97,895	2023
Island Country Club	ME	\$354,550	Director	\$2,422	\$2,716	2023
Harmonie Singing Society	PA	\$296,714	Treasurer	\$8,710	\$9,449	2024
Mt Pleasant Fire Co Social Quarters	PA	\$356,673	President	\$5,200	\$5,642	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 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 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.

● Sample, role match & sensitivity

PEER COUNT 90 organizations. Compensation range \$325–\$102,148; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$326,609); for reference, expenses \$347,202 and assets \$37,804.

ROLE MATCH Adam Ozdemir, reported title "*EXECUTIVE DI*", 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	96 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	96 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 (Adam Ozdemir) 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 90 similarly situated organizations (Same NTEE sector (N50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,821 is reasonable (approximately the 96th 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.