

Shalom Tikvah Inc

Executive Director / CEO

EIN 815078907
 MD · NTEE P20
 FY ending 2024-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Nicole Glick, Executive Director / CEO** (\$85,308) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

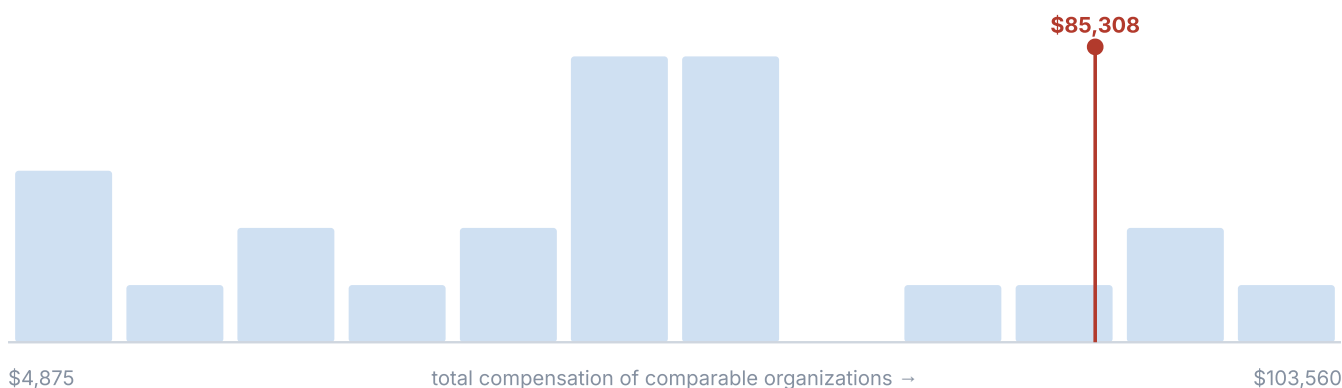
Benchmarked executive: Nicole Glick — reported title “Board Chair”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P20).
- BUDGET** Total revenue between \$178,936 and \$400,605 — 0.67x to 1.50x the subject's \$267,070 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P20) + MD + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,273	\$30,267	\$49,938	\$61,070	\$85,239	\$85,308
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 88TH
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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 MD 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
Found In Faith Ministries Inc	MD	\$268,559	Executive Director	\$47,278	\$46,059	2025
Talmar Inc	MD	\$273,215	Executive Director	\$84,686	\$87,187	2023
Hope Esperanza Restoratn & Empwrmnt Cntr	MD	\$278,168	Executive Dir.	\$43,184	\$42,071	2025
Centro Tepeyac Inc	MD	\$288,520	Former Director	\$31,500	\$31,500	2024
Corpsthat Inc	MD	\$293,102	Field And Logistics Director	\$59,091	\$60,836	2023
Revisions Community Housing Development	MD	\$293,430	President	\$25,805	\$26,567	2023
Community Food Pantry	MD	\$239,601	Director	\$23,752	\$23,752	2024
Carroll County Veterans	MD	\$239,333	Executive Di	\$50,000	\$51,477	2023
Massb Foundation Ltd	MD	\$238,851	Treasurer / Trustee	\$4,875	\$4,875	2024
Manor Apartments Inc	MD	\$300,321	President & Ceo	\$54,890	\$56,511	2023
Minority Access Inc	MD	\$302,145	President	\$47,283	\$47,283	2024
Bond Servants Inc	MD	\$221,414	Director	\$106,300	\$103,560	2025
Prepare Inc	MD	\$326,107	Co-founder Director Of Advocacy	\$43,771	\$43,771	2024
Camp Inclusion Inc	MD	\$207,690	Program Deve	\$12,893	\$12,893	2024
Community Services Of Central Md	MD	\$205,333	President	\$13,755	\$14,161	2023
Brown Girl Wellness Incorporated	MD	\$333,317	Director	\$12,000	\$12,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Compassion For Life Corporation	MD	\$336,355	President & Ceo	\$52,500	\$54,051	2023
Luna Family Support Services Inc	MD	\$340,004	Executive Director	\$72,000	\$74,127	2023
Churches For Streets Of Hope Inc	MD	\$340,035	Dir. Of Oper	\$57,359	\$57,359	2024
Children In Need Inc	MD	\$341,231	Executive Director	\$55,000	\$55,000	2024
Stellas Girls Inc	MD	\$358,729	Ceo	\$80,695	\$80,695	2024
Wetati Academy Inc	MD	\$360,093	Founder, President, Ceo	\$89,500	\$89,500	2024
Frostburg First - A Maryland Main St Community Inc	MD	\$382,384	Director	\$49,680	\$48,399	2025
African Women's Cancer Awareness Association Inc	MD	\$392,297	President	\$60,000	\$61,772	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 24 organizations. Compensation range \$4,875–\$103,560; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$267,070); for reference, expenses \$282,787 and assets \$203,046.

ROLE MATCH Nicole Glick, reported title *"Board Chair"*, 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 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	88 th
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	79 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 (Nicole Glick) 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 10, 2026, comparing compensation against 24 similarly situated organizations (Same NTEE sector (P20) + MD + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,308 is reasonable (approximately the 88th 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 10, 2026.