

# The Urban Outreach Center Of New York City Inc

Executive Director / CEO

EIN 820642308

NY · NTEE S21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **The Rev Dr Jordan Tarwater, Executive Director / CEO** (\$24,670) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 5<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** The Rev Dr Jordan Tarwater — reported title “Executive Director and Secretary”, 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 (S21).

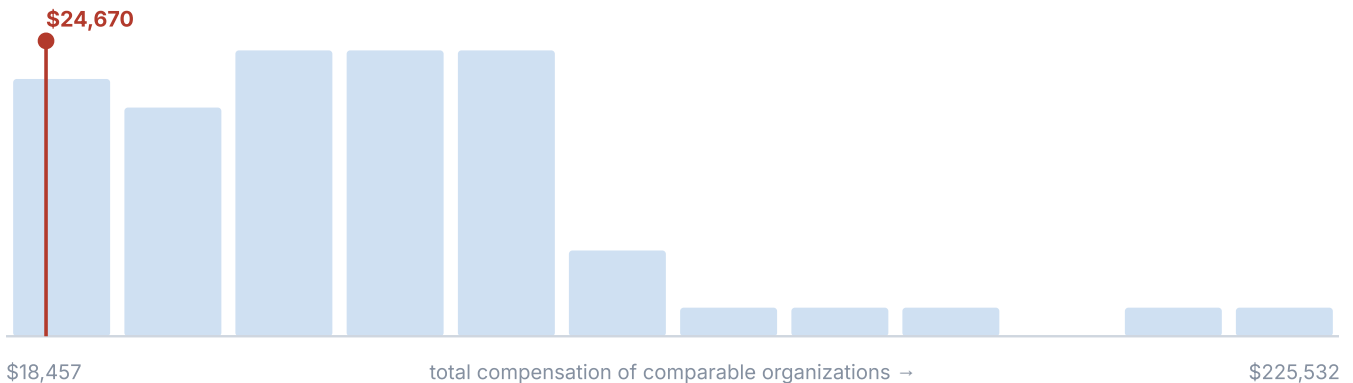
**BUDGET** Total revenue between \$223,738 and \$500,907 — 0.67x to 1.50x the subject's \$333,938 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S21), nationwide + budget 0.67–1.5x revenue.

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

→ **55** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$30,055</b> 10TH	<b>\$49,713</b> 25TH	<b>\$70,509</b> MEDIAN	<b>\$92,275</b> 75TH	<b>\$112,140</b> 90TH	<b>\$24,670</b> THIS ORG · 5TH
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\$24,670



## ■ 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="#">Family Forward Action</a>	OR	\$329,802	Interim Co-executive Director	\$20,027	<b>\$21,190</b>	2023
<a href="#">Brooklyn Bridge Manhattan Inc</a>	NY	\$328,381	President	\$200,000	<b>\$200,000</b>	2024
<a href="#">Sana Roots Co</a>	TX	\$326,496	Ceo	\$23,592	<b>\$26,888</b>	2023
<a href="#">Phoenix Community Alliance</a>	AZ	\$344,617	President/ceo- Dpi	\$24,239	<b>\$25,797</b>	2024
<a href="#">Plaza Apartments Inc</a>	KS	\$318,423	Executive Director	\$44,400	<b>\$53,083</b>	2024
<a href="#">Eastside Jewish Commons</a>	OR	\$351,225	Treasurer	\$30,000	<b>\$31,741</b>	2023
<a href="#">Pittsburgh Cares</a>	PA	\$351,812	Executive Di	\$70,414	<b>\$77,708</b>	2024
<a href="#">Columbia-greene Addiction Coalition Inc</a>	NY	\$314,537	Executive Director	\$85,000	<b>\$85,000</b>	2024
<a href="#">Rebuilding Together Boston Inc</a>	MA	\$308,887	Executive Director	\$101,046	<b>\$100,486</b>	2024
<a href="#">Upper Manhattan Together Inc</a>	NY	\$307,486	Lead Organizer	\$91,538	<b>\$91,538</b>	2024
<a href="#">New Haven Rising Inc</a>	CT	\$364,117	Secretary/director	\$104,206	<b>\$108,125</b>	2024
<a href="#">Okanogan County Community Coalition</a>	WA	\$364,412	Executive Dir	\$64,895	<b>\$66,197</b>	2023
<a href="#">Neighborhood Preservation Coalition</a>	NY	\$366,005	Executive Di	\$93,012	<b>\$93,012</b>	2024
<a href="#">Washington State Coalition Of African</a>	WA	\$299,240	Executive Director	\$29,200	<b>\$28,931</b>	2024
<a href="#">Pinnacle Of Purpose Inc</a>	KY	\$298,910	Ceo	\$28,084	<b>\$33,390</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">District 2 Community Council</a>	MN	\$296,580	Executive Director	\$64,480	<b>\$70,509</b>	2024
<a href="#">Multiply Goodness</a>	ID	\$293,898	Director	\$40,833	<b>\$49,490</b>	2023
<a href="#">Nehda Inc</a>	NY	\$288,305	Executive Director	\$53,298	<b>\$51,924</b>	2025
<a href="#">Leadership Medina County</a>	OH	\$381,116	Executive Director	\$78,401	<b>\$89,526</b>	2025
<a href="#">Strategic Justice Initiatives Inc</a>	FL	\$283,125	Executive Director	\$216,938	<b>\$225,532</b>	2024
<a href="#">Gedakina Inc</a>	VT	\$386,304	President, E	\$93,866	<b>\$104,555</b>	2024
<a href="#">South Texan's Property Rights</a>	TX	\$280,821	Executive Di	\$55,000	<b>\$60,885</b>	2024
<a href="#">Board Of Latino Legislative Leaders</a>	TX	\$272,300	Executive Director	\$63,000	<b>\$69,741</b>	2024
<a href="#">Frogtown Neighborhood Association</a>	MN	\$398,273	Co-executive Director	\$78,525	<b>\$85,867</b>	2024
<a href="#">Interchurch Coalition For Action Reconciliation And Empowerment</a>	FL	\$269,014	Lead Organizer/ Ed	\$69,415	<b>\$72,165</b>	2024

**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** 55 organizations. Compensation range \$18,457–\$225,532; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$333,938); for reference, expenses \$293,303 and assets \$484,456.

<b>ROLE MATCH</b>	The Rev Dr Jordan Tarwater, reported title <i>"Executive Director and Secretary"</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>
<b>RELATED-ORG PAY</b>	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	3 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	5 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	9 <sup>th</sup>
Reportable pay only (column D), adjusted	5 <sup>th</sup>
All sources (D + E + F), adjusted	87 <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 (The Rev Dr Jordan Tarwater) 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 55 similarly situated organizations (Same NTEE sector (S21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,670 is reasonable (approximately the 5<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.