

Jewish Farmer Network

Executive Director / CEO

EIN 832051524
 NC · NTEE X30
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Shani Mink, Executive Director / CEO** (\$64,731) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

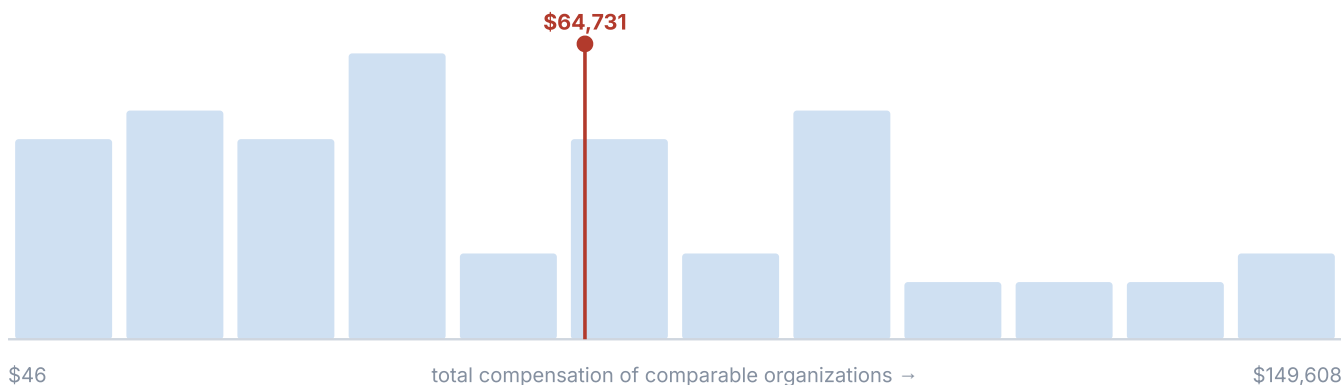
Benchmarked executive: Shani Mink — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X30).
BUDGET	Total revenue between \$191,829 and \$429,468 — 0.67x to 1.50x the subject's \$286,312 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X30), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,003	\$27,427	\$45,833	\$90,332	\$113,288	\$64,731
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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 NC 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
Awakened Heart Project	NY	\$284,511	Vice President	\$55,167	\$46,861	2024
Project Genesis Inc	MD	\$282,560	Director	\$79,500	\$69,868	2024
Sababa Entertainment Inc	PA	\$280,253	President	\$2,800	\$2,625	2024
Tifereth Raphael Inc	MA	\$296,235	Pres,treas,d	\$12,000	\$10,137	2024
Jewish Education Worldwide Inc	FL	\$272,722	Director	\$49,000	\$43,271	2024
Asher Lshlomo Inc	NY	\$300,335	President	\$6,250	\$5,309	2024
Or Azion Inc	NY	\$270,050	President	\$36,500	\$31,921	2023
Community Kashrus Of Greater Philadelphia	PA	\$269,562	Administrator	\$77,000	\$74,315	2023
Jcrafts By Chabad Inc	MD	\$269,166	President	\$104,369	\$94,434	2023
Judaism By Choice Inc	CA	\$267,907	Director	\$183,992	\$149,351	2024
Yad L Talmid	CA	\$261,830	Ceo	\$64,515	\$52,368	2024
Aleph Learning Center	NY	\$311,573	Director	\$22,154	\$18,818	2024
Cleveland Kashruth Organization Inc	OH	\$314,492	Treasurer	\$2,847	\$2,918	2023
Bukharian Jewish Congregation Of Briarwood Inc	NY	\$258,059	Rabbi	\$53,110	\$43,952	2025
Limmud Na	CA	\$315,105	Ceo	\$184,309	\$149,608	2024
Shaarei Shalom Inc	AZ	\$256,157	Director	\$48,544	\$43,886	2024
Congregation Beit Simcha	AZ	\$323,025	Rabbi	\$98,253	\$88,826	2024
Jewish Community Legacy Project Inc	GA	\$323,849	Sr. Vice Pre	\$130,000	\$126,505	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Mikveh Ltd	NY	\$324,980	Secretary	\$36,500	\$31,005	2024
Kollel Of Young Israel	OH	\$325,000	Rosh Kollel	\$65,000	\$64,717	2024
Jewish Heritage Connection	PA	\$325,963	Pres/exec Dir	\$81,990	\$74,879	2025
The Jewish Community Of Manatee County Inc	FL	\$246,254	Rabbi	\$88,845	\$78,458	2024
Online Smicha	NY	\$244,315	Director	\$10,800	\$9,174	2024
Menorah Arts Culture And	CO	\$329,430	President	\$29,823	\$27,676	2023
Lev Hachnasat Orchim Inc	CA	\$329,720	Ceo	\$37,569	\$31,396	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	62 organizations. Compensation range \$46–\$149,608; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$286,312); for reference, expenses \$229,097 and assets \$177,851.
ROLE MATCH	Shani Mink, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	60 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	58 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 (Shani Mink) 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 62 similarly situated organizations (Same NTEE sector (X30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,731 is reasonable (approximately the 60th 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.