

The Irving And Varda Rabin Foundation

Executive Director / CEO

EIN 943345608

CA · NTEE X113

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Joy Sisisky, Executive Director / CEO** (\$50,736) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

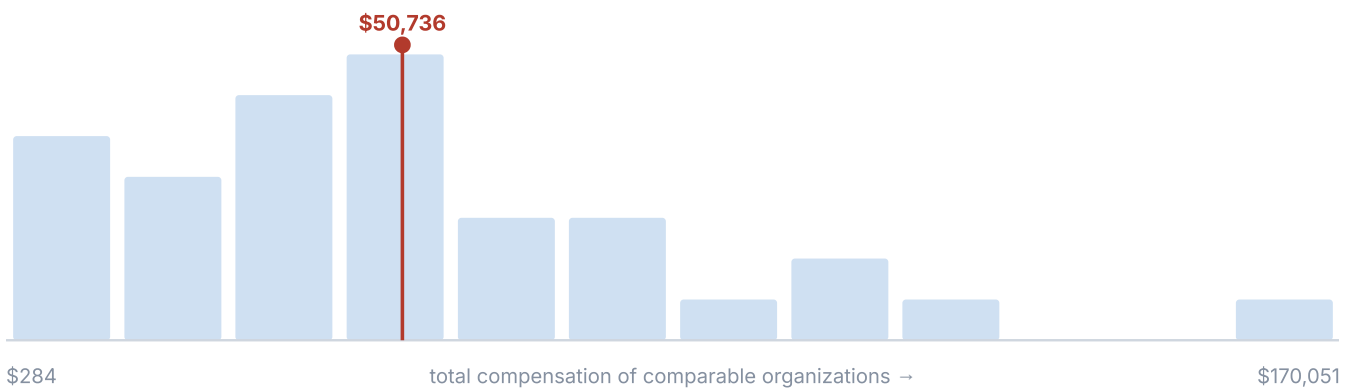
Benchmarked executive: Joy Sisisky — reported title "ASSISTANT TREASURER (FROM 12/06/23)", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X113).
BUDGET	Total revenue between \$149,775 and \$335,319 — 0.67x to 1.50x the subject's \$223,546 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X11), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,934	\$25,871	\$43,212	\$64,958	\$97,668	\$50,736
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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 CA 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
First Response Ministry Inc	TX	\$220,694	Executive Director	\$43,946	\$52,412	2023
Presbyterian Church Camp And Conference Association	NC	\$228,342	Executive Director	\$69,103	\$85,131	2023
Milandila Community Missions Inc	PA	\$232,604	Director	\$73,810	\$87,759	2023
Emmaus Center Inc	NY	\$234,723	Former Executive Director	\$162,500	\$170,051	2024
Velvet Ashes Incorporated	PA	\$210,704	Executive Director	\$55,327	\$63,896	2024
Dental Community Fellowship	SC	\$209,226	Vice Preside	\$20,000	\$23,540	2025
Mission First Alliance	TN	\$208,566	Executive Di	\$82,268	\$100,145	2024
Scph Legacy Corporation	OH	\$207,055	President	\$36,750	\$45,077	2024
Union Foundation	OH	\$203,499	Board Member	\$8,075	\$9,905	2024
Opoerwatch Inc	NY	\$198,953	Executive Directorboard Memb	\$42,000	\$45,250	2023
New Leaf Ministries Inc	ID	\$196,207	President	\$21,000	\$25,871	2024
Kgm Support Corporation	MI	\$195,025	President &	\$31,457	\$37,601	2024
Cricket Alley Ministries	KS	\$190,966	Executive Di	\$35,000	\$43,789	2024
United Methodist Volunteers In Miss	AL	\$187,916	Exec. Dir.	\$85,573	\$107,061	2024
Chapel Haven Endowment Inc	CT	\$262,002	President	\$262	\$284	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Thrive International Missions	CA	\$262,893	President	\$118,901	\$118,901	2024
The Genesis Foundation	CO	\$182,458	Treasurer	\$27,230	\$30,238	2024
Minn-iowa Christian Broadcasting	MN	\$180,278	Executive Di	\$21,580	\$24,058	2025
Roadster Legacy	AZ	\$267,932	Director	\$4,735	\$5,430	2023
Society Of St Vincent De Paul	LA	\$272,356	President & Ceo	\$18,559	\$23,666	2024
Central Jersey Institute Of Islamic Sciences Inc	NJ	\$275,662	President	\$41,660	\$43,075	2024
Gamboa Union Ministries	PA	\$170,755	V. Chairman/treasurer	\$3,600	\$4,280	2023
Matthew 620 Foundation	CO	\$281,289	Treasurer	\$27,230	\$30,238	2024
Joseph Pedott Perpetual Endowment Trust	CA	\$282,930	Assistent Treasurer (From	\$50,736	\$50,736	2024
Hardcore Evangelistic Ministries Inc	TX	\$284,493	President	\$32,433	\$37,572	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 33 organizations. Compensation range \$284–\$170,051; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$223,546); for reference, expenses \$526,404 and assets \$2,399,071. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Joy Sisisky, reported title "ASSISTANT TREASURER (FROM 12/06/23)", 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	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	61 st
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 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 (Joy Sisisky) 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 33 similarly situated organizations (Same NTEE sector (X11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,736 is reasonable (approximately the 61st 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.