

Charture Institute

Executive Director / CEO

EIN 030384966

WY · NTEE Y05

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Jonathan Schechter, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Jonathan Schechter — 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 (Y05).

BUDGET Total revenue between \$52,743 and \$118,081 — 0.67x to 1.50x the subject's \$78,721 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography

→ **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$477	\$1,276	\$4,187	\$12,864	\$32,864	\$60,000
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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 WY 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
Jernberg Steelworkers Retiree Health	PA	\$79,448	Committee Member	\$1,000	\$931	2024
Middle Creek Cemetery Association Inc	TN	\$79,467	Secretary	\$12,500	\$12,632	2023
The Amt Health Benefits Trust	VA	\$79,661	President	\$55,862	\$50,370	2024
Walnut Grove Cemetery	OH	\$77,574	President	\$447	\$455	2023
Knights Templar Of The United States Of America	IL	\$77,407	Grand Recorder	\$6,000	\$5,366	2025
Deming Water Association	WA	\$80,750	President	\$500	\$418	2024
Blackduck Volunteer Fireman's	MN	\$81,347	President	\$449	\$426	2023
Hawaii Medical Service Association	HI	\$75,783	Trustee	\$113,199	\$94,645	2024
West Lambert Water Association	MS	\$75,064	Secretary	\$14,528	\$14,721	2025
Harmony Cemetery Corporation	MA	\$73,747	Clerk	\$2,995	\$2,513	2024
Rockville Firemens Relief Association	MN	\$83,987	President	\$200	\$185	2024
Stratford Corporation	OH	\$73,388	Business Manager	\$85,805	\$82,682	2025
Free & Accepted Masons	TN	\$73,365	Treasurer	\$3,300	\$3,239	2024
B C And T Local 334 Retiree Health Plan	ME	\$73,205	Trustee	\$12,000	\$10,932	2025
Swedish Cemetery Inc	CT	\$72,764	Caretaker	\$1,225	\$1,073	2024
Ivanhoe Firemens Relief Association	MN	\$85,281	Gambling Man	\$11,695	\$10,792	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Augusta Firefighters Relief	MN	\$71,550	President	\$100	\$92	2024
Independent Royal Arch Lodge No 2	NY	\$87,003	Secretary	\$1,800	\$1,519	2024
Washington Lodge 17 Fop	PA	\$70,323	President	\$595	\$571	2023
Jewish Cemetery Association Of Greater Waterbury Inc	CT	\$70,081	Executive Director	\$11,000	\$9,916	2023
St John's Cemetery At Springfield	DE	\$69,714	Treasurer	\$1,200	\$1,097	2024
Hayes Lemmerz Non-union Retiree	IL	\$69,654	Chairperson	\$4,000	\$3,672	2024
The Cemetery Corporation	SC	\$69,578	Secretary	\$20,642	\$20,705	2023
Rising Sun Cemetery Association	IN	\$69,157	Superintendent	\$37,440	\$36,871	2024
Hopewell Cemetery	AL	\$69,049	Secretary	\$29,414	\$30,552	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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	83 organizations. Compensation range \$74–\$138,004; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$78,721); for reference, expenses \$103,820 and assets \$180,165.
ROLE MATCH	Jonathan Schechter, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 11 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	93 rd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	90 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 (Jonathan Schechter) 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 83 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 93rd 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.