

# Project Chazon Inc

Executive Director / CEO

EIN 133549001  
 NY · NTEE B22Z  
 FY ending 2023-06-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **D Mechanic, Executive Director / CEO** (\$109,500) against the **2000** closest of **2,920** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** D Mechanic — reported title "DIRECTOR", 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 (B22Z).

**BUDGET** Total revenue between \$198,371 and \$444,115 — 0.67x to 1.50x the subject's \$296,077 (the band tightens as size grows).

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

**2,920** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$9,363	\$26,366	\$50,536	\$75,397	\$103,563	<b>\$109,500</b>
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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 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="#">Bad Girl Ventures Inc</a>	KY	\$296,082	President & Ceo	\$109,199	<b>\$126,107</b>	2024
<a href="#">Altura Credit Union Foundation</a>	CA	\$296,086	Ceo	\$40,924	<b>\$39,107</b>	2023
<a href="#">Inspirational Workshops</a>	WA	\$296,025	Founder & Ceo	\$92,096	<b>\$91,248</b>	2023
<a href="#">Angel Hearts Childcare Ministry 2 Inc</a>	IN	\$296,133	Director	\$16,500	<b>\$19,256</b>	2023
<a href="#">Game Meets Game Inc</a>	MD	\$295,966	President & Ceo	\$58,253	<b>\$58,541</b>	2024
<a href="#">Questa Middle School Inc</a>	FL	\$296,242	President	\$66,078	<b>\$66,724</b>	2024
<a href="#">Barnes-jewish St Peters &amp; Progress</a>	MO	\$295,910	Director/president	\$69,196	<b>\$81,106</b>	2023
<a href="#">Niatx Foundation Inc</a>	WI	\$296,267	Executive Director	\$32,300	<b>\$36,259</b>	2024
<a href="#">Oldham County Athletic Boosters Inc</a>	KY	\$295,877	Treasurer	\$4,800	<b>\$5,543</b>	2024
<a href="#">Randolph Education Association Inc</a>	MA	\$295,784	President	\$7,000	<b>\$6,587</b>	2025
<a href="#">Epiphany Women In Focus</a>	CA	\$296,387	Ceo	\$62,000	<b>\$59,247</b>	2023
<a href="#">National Association Of</a>	DC	\$295,686	Executive Director	\$6,630	<b>\$6,439</b>	2023
<a href="#">Glw Childrens Council Inc</a>	NE	\$296,492	Director	\$74,428	<b>\$86,048</b>	2024
<a href="#">Paris Public Library Association</a>	ME	\$296,529	Library Director	\$55,825	<b>\$58,538</b>	2025
<a href="#">Harpwell Neck Fire &amp; Rescue Inc</a>	ME	\$296,538	Fire Chief	\$6,000	<b>\$6,458</b>	2024
<a href="#">Jesse C Fletcher Seminary</a>	TX	\$295,607	Legal Advisory	\$7,386	<b>\$8,176</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">College Bound</a>	AZ	\$296,700	Ceo	\$800	<b>\$806</b>	2025
<a href="#">Steven's High School Alumni Association</a>	NH	\$296,726	Secretary	\$1,000	<b>\$992</b>	2024
<a href="#">Miami Beach Education Foundation Inc</a>	FL	\$296,822	Former President/ceo	\$2,164	<b>\$2,185</b>	2024
<a href="#">The Boston Society Inc</a>	MA	\$295,315	Executive Di	\$144,423	<b>\$143,622</b>	2023
<a href="#">Educare Central Maine</a>	ME	\$296,987	Secretary/treasurer	\$29,486	<b>\$31,737</b>	2024
<a href="#">Instituto Para El Desarrollo Humano</a>	PR	\$297,025	Operations Director	\$31,925	<b>\$31,925</b>	2023
<a href="#">The Jack Kent Oral &amp; Maxillofacial</a>	LA	\$297,029	President	\$1,500	<b>\$1,775</b>	2024
<a href="#">Escuela Comunitaria Del Bronxbronz</a>	NY	\$295,088	Head Of School	\$158,880	<b>\$154,322</b>	2024
<a href="#">Impact Bay Area</a>	CA	\$294,978	Executive Dir.	\$62,184	<b>\$57,718</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 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 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** 2000 organizations. Compensation range \$1–\$573,653; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$296,077); for reference, expenses \$289,003 and assets \$700,534.

**ROLE MATCH** D Mechanic, reported title "*DIRECTOR*", 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** 203 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 60 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	92 <sup>nd</sup>
Reportable pay only (column D), adjusted	79 <sup>th</sup>
All sources (D + E + F), adjusted	83 <sup>rd</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 (D Mechanic) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$109,500 is reasonable (approximately the 91<sup>st</sup> 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.