

Chaverim Israel Family Services Inc

Executive Director / CEO

EIN 201385707
 NJ · NTEE J20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Nisim Erez Naftali, Executive Director / CEO** (\$26,631) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Nisim Erez Naftali — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (J20).

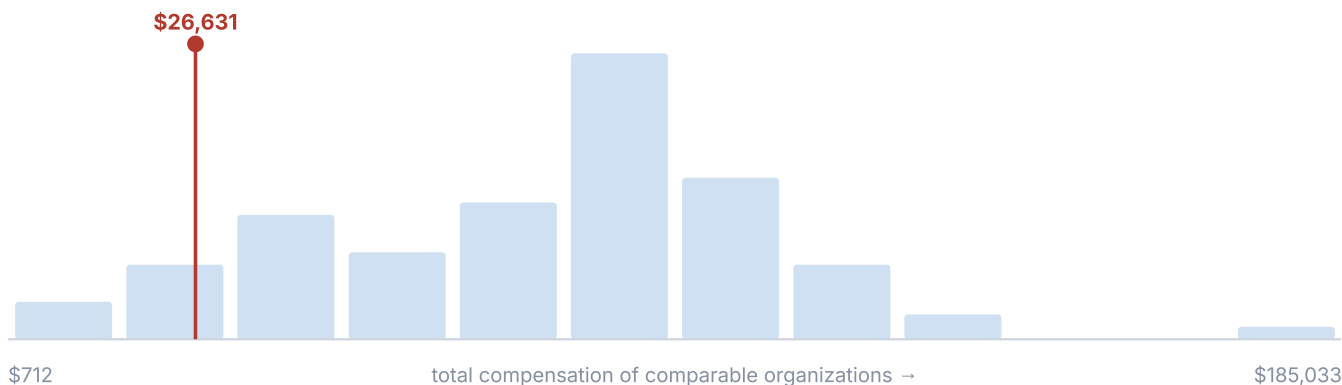
BUDGET Total revenue between \$298,655 and \$668,632 — 0.67x to 1.50x the subject's \$445,755 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

82 organizations qualified on sector, size, and geography

→ **82** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,807

\$57,966

\$79,039

\$93,025

\$108,521

\$26,631



■ 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 NJ 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
The Fountain Of Youth Program	IA	\$447,294	Executive Dir.	\$68,575	\$84,097	2024
Logosworks	PA	\$448,075	Ceo	\$106,648	\$122,636	2023
Massachusetts Regional Employment	MA	\$441,223	Executive Director Until 3/23	\$178,570	\$185,033	2023
Dress For Success Charity New Orleans	LA	\$453,371	Executive Director	\$64,901	\$82,406	2023
Carteret County Domestic Violence Program Inc	NC	\$437,802	Executive Director	\$68,744	\$79,556	2024
Aurora Economic Opportunity Coalition	CO	\$455,269	Executive Dir.	\$72,000	\$82,874	2022
Hopeful Opportunities Presented To	FL	\$433,601	President	\$74,000	\$77,861	2024
Ur Chicago Alliance	IL	\$458,467	Executive Director	\$74,293	\$84,221	2023
Mass Afl-cio Workforce Development	MA	\$458,934	President	\$79,037	\$79,548	2024
Transitional Supported Employ Of Mn	MN	\$459,164	Coordinator	\$60,960	\$69,458	2023
Midlands Education & Business	SC	\$431,427	Regional Car	\$78,610	\$91,852	2024
Strategic Workforce Solutions	MI	\$428,749	President	\$55,175	\$65,669	2023
Alabama Trucking Assn Foundation	AL	\$422,418	Secretary	\$38,343	\$46,395	2024
Tampa Bay Community & Family Development Corp	FL	\$422,244	Chair	\$69,577	\$71,321	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dress For Success Cleveland	OH	\$417,983	Ceo	\$75,417	\$89,465	2024
Worker Justice Wisconsin	WI	\$475,866	Executive Director	\$70,200	\$82,114	2024
Genesis At Work Foundation	OH	\$413,827	Chief Executive Officer	\$24,000	\$29,312	2023
Racine Education Uniserv Council Inc	WI	\$479,535	Rea President	\$111,944	\$130,942	2024
Disabledperson Inc	CA	\$482,638	President	\$78,600	\$76,017	2024
Medtech & Biotech Veterans Program Inc	MA	\$407,344	President And Executive Director	\$102,307	\$102,969	2024
Burlington West Burlington Area	IA	\$486,600	Secretary	\$4,627	\$5,674	2024
Alliance 98	IL	\$403,906	Chief Executive Office	\$60,000	\$68,018	2023
Specialized Employment Services Inc	MI	\$492,044	Vice President	\$81,160	\$96,596	2023
Links To Success	FL	\$492,551	Executive Director	\$82,961	\$87,289	2024
Youth Employment Program Inc	ID	\$398,435	Executive Director	\$28,000	\$34,346	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **82** organizations. Compensation range \$712–\$185,033; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$445,755); for reference, expenses \$454,143 and assets \$252,111.
ROLE MATCH	Nisim Erez Naftali, reported title "PRESIDENT", 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	2 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	9 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	6 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 (Nisim Erez Naftali) 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 82 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,631 is reasonable (approximately the 9th 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.