

Alabama B'nai B'rith Hillel Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Besnoy, Executive Director / CEO** (\$99,273) against **every comparable organization** that fit the selection criteria — **228** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

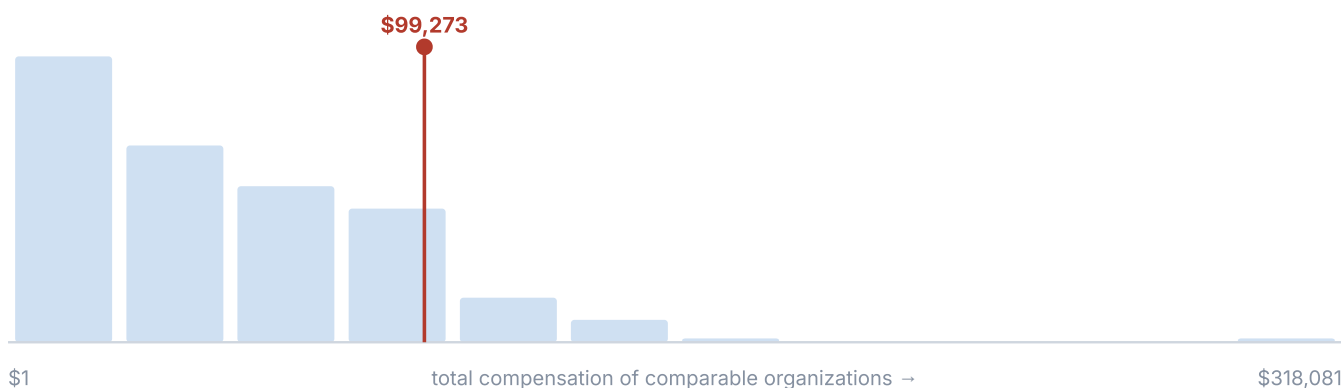
Benchmarked executive: Lisa Besnoy — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$247,826 and \$554,836 — 0.67x to 1.50x the subject's \$369,891 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

228 organizations qualified on sector, size, and geography → **228** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,955	\$20,362	\$43,228	\$79,424	\$104,133	\$99,273
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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 AL 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
Sanger Education Foundation Inc	TX	\$370,741	Executive Dir.	\$46,000	\$42,593	2024
Irish Fellowship Educational &	IL	\$370,872	Executive Director	\$36,000	\$33,728	2023
Florence Bernard - Alta Miller	MD	\$368,118	Trustee	\$54,899	\$47,509	2024
Carmel Clay Education Foundation	IN	\$367,192	Executive Director	\$82,352	\$82,761	2023
Echoes Of Hope	CA	\$373,618	Executive Dir.	\$103,000	\$84,758	2023
Ashby Legacy Fund	MN	\$365,388	President	\$24,000	\$21,951	2024
Corporation For Global Community	MS	\$374,915	Emeritus - Founding Member	\$50,470	\$52,031	2024
Help 2 Others Foundation	AL	\$376,377	Executive Director	\$92,000	\$92,000	2024
Oregon Schools Foundation	OH	\$377,264	Executive Dir.	\$12,000	\$12,112	2023
Washington State Potato Foundation	WA	\$377,968	Executive Director	\$81,332	\$67,402	2024
Sustainable Tulsa Inc	OK	\$361,589	Executive Dir.	\$103,188	\$105,175	2024
Kentucky Engineering Foundationinc	KY	\$360,898	Executive Di	\$4,532	\$4,391	2025
Brian M Anselmo Memorial	MO	\$359,794	Executive Di	\$79,992	\$80,740	2023
Public Relations Society Of	NY	\$359,503	Cfo	\$57,668	\$48,235	2024
Tracy Andrus Foundation	TX	\$359,271	President & Ceo	\$67,500	\$64,346	2023
If Given A Chance	CA	\$382,130	Executive Director	\$69,658	\$55,677	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wonderfolk	OR	\$357,451	Executive Director	\$65,000	\$57,524	2023
Fort Bend Forward Inc	TX	\$357,207	President And Ceo	\$9,606	\$9,157	2023
Machine Tool Technologies	CA	\$355,329	President	\$144,000	\$115,098	2024
Foundation For Excellence In Long Term	PA	\$384,565	President & Ceo	\$45,420	\$41,926	2024
Texas Tennis Coaches Association	TX	\$354,243	Executive Director Exec Committee	\$45,000	\$41,667	2024
1000 Dreams Fund	DC	\$385,648	Ceo	\$9,460	\$7,684	2024
Pittsburgh Jewish Pre-kindergarten	PA	\$386,116	President	\$50,440	\$47,935	2023
Jem Inc	WI	\$387,644	President	\$30,000	\$29,001	2024
All Our Kids Inc Foundation	NE	\$388,200	President	\$6,369	\$6,341	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 228 organizations. Compensation range \$1–\$318,081; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$369,891); for reference, expenses \$343,852 and assets \$1,952,417.

ROLE MATCH Lisa Besnoy, 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 61 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	87 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	64 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 (Lisa Besnoy) 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 228 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,273 is reasonable (approximately the 87th 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.