

Indianapolis Hebrew Congregation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Peter Smithhisler, Executive Director / CEO** (\$19,948) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Peter Smithhisler — reported title “FND EX-OFFICIO & IHC EXEC”, 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 (T50).
BUDGET	Total revenue between \$189,618 and \$424,518 — 0.67x to 1.50x the subject's \$283,012 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,329	\$24,969	\$54,331	\$84,360	\$113,717	\$19,948
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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 IN 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
Weakley County Joint Economic Development Corporation	TN	\$281,406	Ceo	\$185,000	\$174,493	2025
Amani Christian Community Development Corporation	PA	\$279,582	Executive Director	\$44,950	\$42,507	2023
Riverpsykhe Inc	CA	\$278,554	Director/pres.	\$20,800	\$16,543	2024
Fay Ranches Community Foundation	MT	\$277,456	Executive Dir.	\$135,000	\$134,034	2024
George Lopez Foundation	CA	\$288,848	Executive Director/secretary	\$171,000	\$136,002	2024
Colorado Planned Giving Roundtable	CO	\$276,100	Executive Di	\$84,216	\$74,378	2024
Serbian United Benevolent Society	CA	\$273,203	Secretary	\$4,200	\$3,341	2024
3 To 1 Foundation	TX	\$271,199	Foundation Director	\$62,792	\$59,562	2023
Lili Gc Foundation Corp	ID	\$297,604	Director	\$33,500	\$32,824	2024
White Cane Foundation	NE	\$267,094	Executive Director	\$50,000	\$50,996	2023
Rose Garden Adult Day Services	AL	\$261,102	President	\$1,115	\$1,109	2024
Gmr Foundation For Research & Educa	CO	\$304,932	Executive Di	\$59,978	\$52,971	2024
South Texas Christian Ministries	TX	\$306,060	Executive Dir.	\$37,380	\$34,440	2024
Keaton's Kindness Foundation Inc	OK	\$309,106	Executive Director	\$50,000	\$50,711	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Red Apple Edco	MO	\$321,457	Executive Director	\$92,678	\$93,082	2023
Golden Hill Foundation Inc	CT	\$244,152	Ceo	\$41,336	\$36,752	2023
Altadena Recovery Center	CA	\$324,481	Ceo	\$21,975	\$17,478	2024
New Mexico Casa Association Inc	NM	\$241,336	Executive Director	\$100,000	\$99,065	2024
Mission 2540	TX	\$326,719	President	\$97,805	\$92,774	2023
International Access To Missions	MO	\$326,977	President	\$71,886	\$72,199	2023
The Nlg-nyc Chapter Foundation Inc	NY	\$331,148	Volunteer Exec. Dir.	\$16,769	\$13,957	2024
Blue Tower Solutions Inc	IL	\$234,494	Co-director	\$85,192	\$77,142	2024
Benevolent And Protective Order Of Elks 2083 Los Alamos	NM	\$233,155	Secretary	\$4,000	\$3,860	2025
Chair The Hope Inc	ID	\$333,392	Executive Director	\$49,000	\$49,429	2023
Ddembe Inc	MS	\$231,395	Director	\$30,000	\$30,775	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 77 organizations. Compensation range \$1,109–\$416,203; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$283,012); for reference, expenses \$179,721 and assets \$6,178,681.

ROLE MATCH	Peter Smithhisler, reported title " <i>FND EX-OFFICIO & IHC EXEC</i> ", 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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	21 st
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	95 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 (Peter Smithhisler) 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 77 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,948 is reasonable (approximately the 21st 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.