

# Japanese Mutual Aid Society Of Chicago

Executive Director / CEO

EIN 362996629

IL · NTEE Y52Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karen Kanemoto, Executive Director / CEO** (\$8,000) against **every comparable organization** that fit the selection criteria — **88** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Karen Kanemoto — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (Y52Z).

**BUDGET** Total revenue between \$59,686 and \$133,627 — 0.67x to 1.50x the subject's \$89,085 (the band tightens as size grows).

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

**88** organizations qualified on sector, size, and geography

→ **88** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$472	\$1,374	\$5,954	\$15,639	\$60,782	\$8,000
-------	---------	---------	----------	----------	---------



## ■ 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 IL 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="#">Sheffield Cemetery Association</a>	PA	\$88,963	Sexton	\$6,101	<b>\$6,371</b>	2023
<a href="#">Blueberry Aerie 4090 Foe</a>	MI	\$89,983	Secretary	\$1,182	<b>\$1,241</b>	2024
<a href="#">Bluff Dale Water Supply Corporation</a>	TX	\$90,859	Secretary/tr	\$10,370	<b>\$10,551</b>	2024
<a href="#">Independent Royal Arch Lodge No 2</a>	NY	\$87,003	Secretary	\$1,800	<b>\$1,654</b>	2024
<a href="#">Paynes Water Association Inc</a>	MS	\$92,428	Meter Reader	\$5,400	<b>\$6,118</b>	2024
<a href="#">Mumford Rural Cemetery Association</a>	NY	\$92,598	President	\$6,000	<b>\$5,678</b>	2023
<a href="#">Ivanhoe Firemens Relief Association</a>	MN	\$85,281	Gambling Man	\$11,695	<b>\$11,754</b>	2024
<a href="#">New Bedford Lodge No 914 Loyal Order Of Moose</a>	MA	\$93,202	Administrator	\$1,551	<b>\$1,418</b>	2024
<a href="#">Allendale Waldwick Pba</a>	NJ	\$93,386	State Delegate	\$1,950	<b>\$1,726</b>	2025
<a href="#">Free And Accepted Masons Willow Glen-fraternity399</a>	CA	\$93,422	Secretary	\$3,600	<b>\$3,162</b>	2024
<a href="#">Vfw Post 1449 Inc</a>	NY	\$94,121	Quartermaster	\$15,600	<b>\$14,762</b>	2023
<a href="#">Rockville Firemens Relief Association</a>	MN	\$83,987	President	\$200	<b>\$201</b>	2024
<a href="#">Chevra Ahavas Chesed Inc</a>	MD	\$96,228	Executive Director	\$15,000	<b>\$14,264</b>	2024
<a href="#">Blackduck Volunteer Fireman's</a>	MN	\$81,347	President	\$449	<b>\$464</b>	2023
<a href="#">Deming Water Association</a>	WA	\$80,750	President	\$500	<b>\$455</b>	2024
<a href="#">The Amt Health Benefits Trust</a>	VA	\$79,661	President	\$55,862	<b>\$54,863</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Middle Creek Cemetery Association Inc</a>	TN	\$79,467	Secretary	\$12,500	<b>\$13,759</b>	2023
<a href="#">Jernberg Steelworkers Retiree Health</a>	PA	\$79,448	Committee Member	\$1,000	<b>\$1,014</b>	2024
<a href="#">Rhode Island State Fop Foundation Inc</a>	RI	\$98,822	President	\$4,800	<b>\$4,561</b>	2025
<a href="#">Cahp Retired Employees Medical Trust</a>	CA	\$98,902	Trustee	\$41,152	<b>\$36,145</b>	2024
<a href="#">Charture Institute</a>	WY	\$78,721	Executive Di	\$60,000	<b>\$65,352</b>	2024
<a href="#">Sailmail Association</a>	CA	\$99,465	Secretary	\$25,200	<b>\$22,134</b>	2024
<a href="#">Marilla Cemetery Association Inc</a>	NY	\$99,787	President	\$575	<b>\$529</b>	2024
<a href="#">Real Estate Cyber Consortium</a>	DC	\$100,000	Executive Director	\$38,537	<b>\$34,398</b>	2024
<a href="#">Walnut Grove Cemetery</a>	OH	\$77,574	President	\$447	<b>\$496</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	<b>88</b> organizations. Compensation range \$81–\$272,637; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$89,085); for reference, expenses \$140,092 and assets \$1,336,246. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Karen Kanemoto, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 13 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	58 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	57 <sup>th</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	58 <sup>th</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 (Karen Kanemoto) 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 88 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,000 is reasonable (approximately the 58<sup>th</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.