

Camp Eeshay Of Nj Inc

Executive Director / CEO

EIN 464249328

NJ · NTEE N20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chananya Kramer, Executive Director / CEO** (\$5,000) 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 9th percentile of comparable organizations

below the typical range for comparable organizations

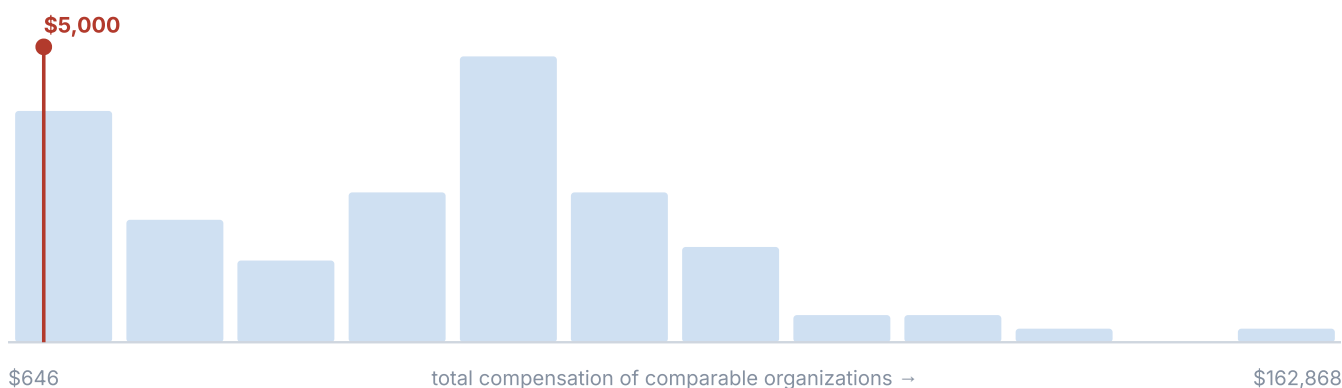
Benchmarked executive: Chananya Kramer — reported title "TRUSTEE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N20).
BUDGET	Total revenue between \$228,778 and \$512,190 — 0.67x to 1.50x the subject's \$341,460 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N20), 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



\$5,905	\$24,409	\$55,119	\$69,318	\$91,093	\$5,000
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 9TH
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\$5,000



■ 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 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
Red Bank Outdoor Academy	CA	\$343,877	Secretary	\$24,750	\$24,644	2023
Occohannock On The Bay Inc	VA	\$336,537	Camp Directo	\$54,874	\$59,342	2024
Florida Foundation For Special	FL	\$349,570	Chief Executive Officer	\$24,427	\$26,461	2023
Camp Putnam Inc	MA	\$352,128	Director	\$11,750	\$11,521	2025
Watertown Youth Soccer Association	SD	\$329,908	Executive Di	\$50,600	\$60,935	2025
Delano Athletic Booster Club Inc	MN	\$329,291	Treasurer	\$3,000	\$3,235	2025
El Shaddai Retreat Center	TX	\$354,006	President And Treasurer	\$15,230	\$17,567	2023
Ohio Mennonite Camp Association Inc	OH	\$328,853	Director	\$46,753	\$57,100	2023
Catholic Camp & Conference Ministries	AK	\$359,665	Executive Director	\$41,524	\$45,778	2023
Edwardsville Arts Center	IL	\$321,401	Executive Director	\$48,000	\$52,853	2024
Big Academy	IL	\$320,922	President & Ceo	\$57,257	\$64,908	2023
Camp Conquest	TN	\$364,422	Founder And Ceo	\$45,625	\$55,301	2023
Automobile License Plate Collectors	MA	\$364,703	Secretary,co	\$13,500	\$13,587	2024
Maine Youth Camping Foundation	ME	\$364,753	Executive Director	\$79,996	\$92,368	2023
New England Frontier Camp Corp	ME	\$372,138	Executive Director	\$55,719	\$64,336	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Salt Lake Climbers Alliance Inc	UT	\$307,239	Executive Di	\$85,200	\$97,666	2024
Central Oak Heights Association	PA	\$306,112	Former Treasurer	\$1,400	\$1,609	2023
Feliciana Retreat And Conference Center Inc	LA	\$305,864	Executive Director	\$73,679	\$90,868	2024
Camp Opportunity Incorporated	MD	\$305,621	Executive Director	\$110,000	\$115,183	2024
California Pacific Conference	CA	\$378,046	Commissioner	\$133,728	\$133,154	2023
Northern Lights Figure Skating Club Inc	MN	\$304,434	Treasurer	\$599	\$646	2025
Camp Luck Inc	NC	\$378,594	President	\$58,525	\$67,730	2024
Little Rock Juniors Volleyball Club	AR	\$380,258	Club Directo	\$20,360	\$24,971	2025
Healing Farm Ministries	SC	\$301,409	Executive Di	\$63,302	\$73,966	2024
Camp Hobe Inc	UT	\$382,844	President	\$33,582	\$38,496	2024

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	88 organizations. Compensation range \$646–\$162,868; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$341,460); for reference, expenses \$339,408 and assets \$97,881.
ROLE MATCH	Chananya Kramer, reported title " <i>TRUSTEE</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	5 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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	9 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 (Chananya Kramer) 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 sector (N20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,000 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.