

Community Alliance For Jewish-affiliated Cemeteries Inc

Executive Director / CEO

EIN 562649778
 NY · NTEE S99
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Andrew Schultz, Executive Director / CEO** (\$141,282) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

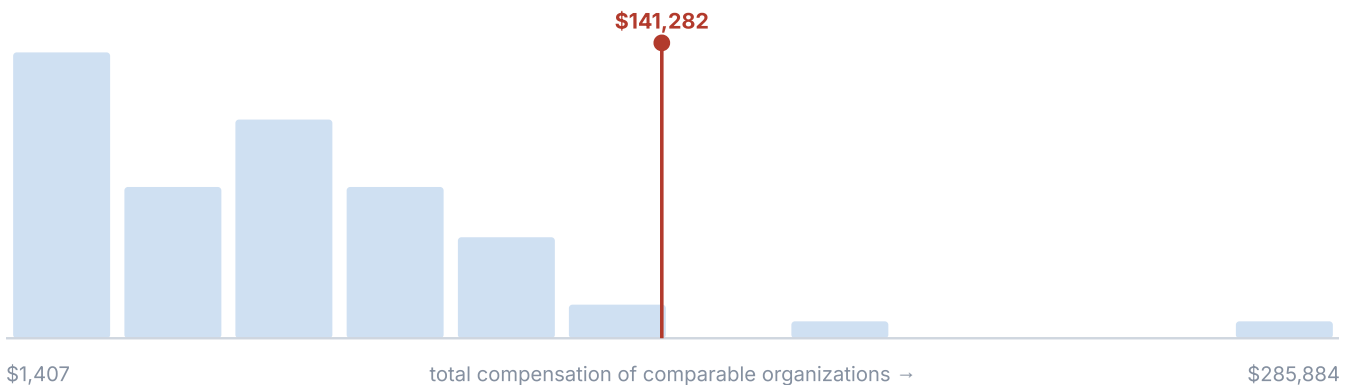
Benchmarked executive: Andrew Schultz — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S99).
BUDGET	Total revenue between \$166,857 and \$373,561 — 0.67x to 1.50x the subject's \$249,041 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S99), nationwide + budget 0.67–1.5x revenue.

58 organizations qualified on sector, size, and geography → **58** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,893 10TH	\$19,998 25TH	\$54,678 MEDIAN	\$81,337 75TH	\$105,616 90TH	\$141,282 THIS ORG · 97TH
------------------------	-------------------------	---------------------------	-------------------------	--------------------------	-------------------------------------



■ 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 NY 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
Indiana Community Development	IN	\$250,264	Treasurer - Director	\$70,249	\$81,983	2024
The Hydrous	CA	\$238,045	Ceo	\$84,000	\$80,270	2024
Harvard Townhouse Inc	NE	\$262,230	Executive Director	\$21,014	\$25,012	2024
Plaza Terrace Mutual Housing	CT	\$235,418	Executive Director	\$31,395	\$33,538	2023
Foundation For Community Driven Innovation Inc	FL	\$264,104	Executive Director	\$21,750	\$22,612	2024
Sustainable Opportunity Development	OH	\$265,636	Executive Di	\$95,577	\$115,336	2023
Roots & Dreams And Mustard Seeds Inc	MA	\$231,240	President, Co-director	\$44,044	\$43,800	2024
Glover Park Alliance	DC	\$227,283	Executive Director	\$92,942	\$90,258	2024
Northeast Michigan Community Partnership Inc Aka Partners In Prevention	MI	\$271,776	Program Director	\$45,760	\$52,269	2024
The Freedom Foundation Of Minnesota	MN	\$225,040	Ceo, Secretary, Treasurer	\$110,000	\$123,837	2023
Vermont Council Of Special Education	VT	\$223,586	Executive Dir.	\$26,000	\$28,214	2025
International Foundation For Cultural	CO	\$223,551	First Vp	\$6,500	\$6,897	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bloomfield Development Corporation	PA	\$275,921	Former Ex. Dir.	\$61,879	\$70,306	2023
Friends Inc	AL	\$219,008	Executive Director	\$57,500	\$70,774	2023
Mission Realty Advisors	MO	\$279,136	Executive Director	\$236,907	\$285,884	2023
Clinton Cemetery Association	CT	\$282,136	Secretary	\$17,973	\$18,649	2024
Natives Rising Inc	CA	\$282,373	Ceo	\$186,839	\$178,542	2024
Market Building Foundation Inc	VA	\$285,014	Executive Di	\$92,221	\$101,451	2023
Westside Rising	IL	\$212,744	Executive Dir.	\$44,872	\$48,819	2024
The Chatterly	TN	\$286,494	Creative Director	\$45,000	\$53,892	2023
Access Laporte County Inc	IN	\$288,233	Director Of Operations	\$58,014	\$69,704	2023
Habitat For Neighborhood Business	MO	\$209,384	Executive Director	\$26,250	\$30,768	2024
Rf Impact Advisers Inc	PA	\$289,452	Director	\$78,378	\$86,497	2024
Takotna Community Association	AK	\$208,523	Secretary	\$10,500	\$11,109	2024
Detroit Greenways Coalition	MI	\$207,038	Executive Director	\$50,000	\$58,800	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	58 organizations. Compensation range \$1,407–\$285,884; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$249,041); for reference, expenses \$223,371 and assets \$114,731.
ROLE MATCH	Andrew Schultz, reported title "CEO", 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	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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	86 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 (Andrew Schultz) 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 58 similarly situated organizations (Same NTEE sector (S99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$141,282 is reasonable (approximately the 97th 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.