

Tikkun Ha-ir Of Milwaukee Inc

Executive Director / CEO

EIN 770596241

WI · NTEE X30

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Samantha Stein Avner, Executive Director / CEO** (\$42,444) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

Benchmarked executive: Samantha Stein Avner — 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 (X30).

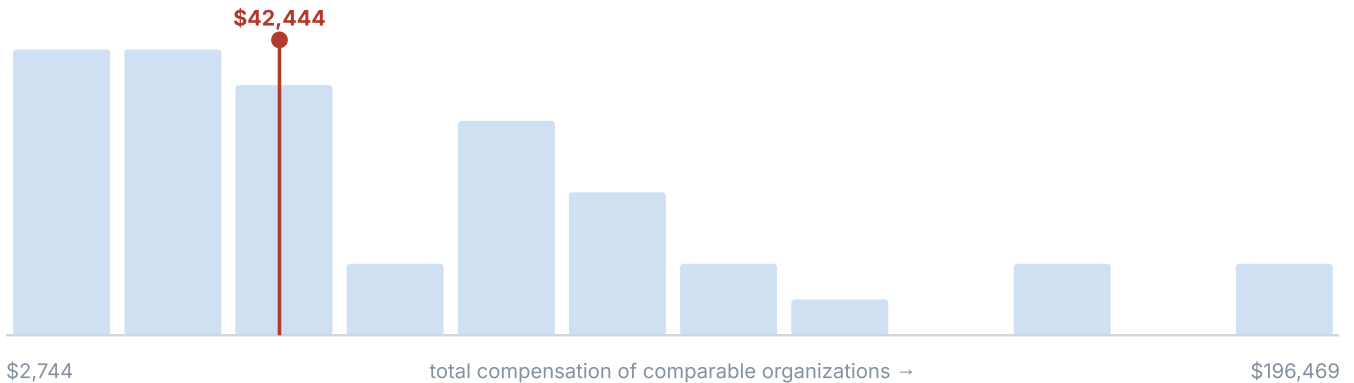
BUDGET Total revenue between \$141,247 and \$316,225 — 0.67x to 1.50x the subject's \$210,817 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X30), nationwide + budget 0.67–1.5x revenue.

42 organizations qualified on sector, size, and geography

→ **42** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,636	\$24,628	\$47,133	\$92,447	\$119,046	\$42,444
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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 WI 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
Instarabbi	CA	\$212,655	Treasurerdirector	\$19,200	\$16,295	2024
Areyvut Inc	NJ	\$207,521	Founder And Director	\$27,000	\$23,693	2024
Lubavitch Colombia Inc	NY	\$201,303	Director	\$12,000	\$10,972	2023
Hillel Of San Luis Obispo	CA	\$224,631	Executive Dir.	\$83,000	\$70,442	2024
Achim Inc	MD	\$225,251	President	\$109,874	\$100,961	2024
Beit Midrash Letalmud Inc	NY	\$226,317	President	\$108,000	\$95,919	2024
Ofeg Institute Inc	OH	\$226,827	President	\$44,013	\$44,636	2025
Hillel The Foundation For Jewish Campus Life	VA	\$192,633	Executive Director	\$108,000	\$102,491	2024
Swarthmore Chabad	PA	\$190,489	President	\$30,000	\$28,646	2025
Shalom Ministries Inc	KS	\$237,741	Chairman	\$92,617	\$98,342	2024
Haberman Institute For Jewish Studies	MD	\$238,128	Executive Director	\$77,496	\$73,313	2023
Yesodei Hadas Inc	NJ	\$183,151	Trustee	\$111,504	\$97,848	2024
Beit Kohenet Inc	MD	\$182,529	Ceo	\$33,116	\$30,429	2024
Accidental Talmudist	CA	\$239,173	Ceo	\$68,000	\$59,416	2023
Messianic Jewish Movement International	AZ	\$239,891	President	\$18,000	\$17,014	2024
Maccabim Hebrew School	IL	\$181,263	President	\$29,131	\$28,148	2024
Ameinu	MI	\$177,497	President	\$193,666	\$196,469	2024
Online Smicha	NY	\$244,315	Director	\$10,800	\$9,592	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Jewish Community Of Manatee County Inc	FL	\$246,254	Rabbi	\$88,845	\$82,032	2024
Seder Family Foundation	IL	\$172,751	Secretary	\$121,518	\$120,886	2023
Shaarei Shalom Inc	AZ	\$256,157	Director	\$48,544	\$45,885	2024
Bukharian Jewish Congregation Of Briarwood Inc	NY	\$258,059	Rabbi	\$53,110	\$45,953	2025
Orot The Center For New Jewish Learning	IL	\$161,233	President	\$50,000	\$48,313	2024
Yad L Talmid	CA	\$261,830	Ceo	\$64,515	\$54,754	2024
Simon And Josephine Braitman Family	NY	\$155,336	Secretary	\$30,887	\$27,432	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI cost of living and 2025 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 WI 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	42 organizations. Compensation range \$2,744–\$196,469; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$210,817); for reference, expenses \$220,868 and assets \$99,412.
ROLE MATCH	Samantha Stein Avner, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	40 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	38 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 (Samantha Stein Avner) 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 42 similarly situated organizations (Same NTEE sector (X30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,444 is reasonable (approximately the 40th 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.