

# Bnos Sarah Inc

Executive Director / CEO

EIN 821376167

NJ · NTEE B24

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Yocheved Finkelstein, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

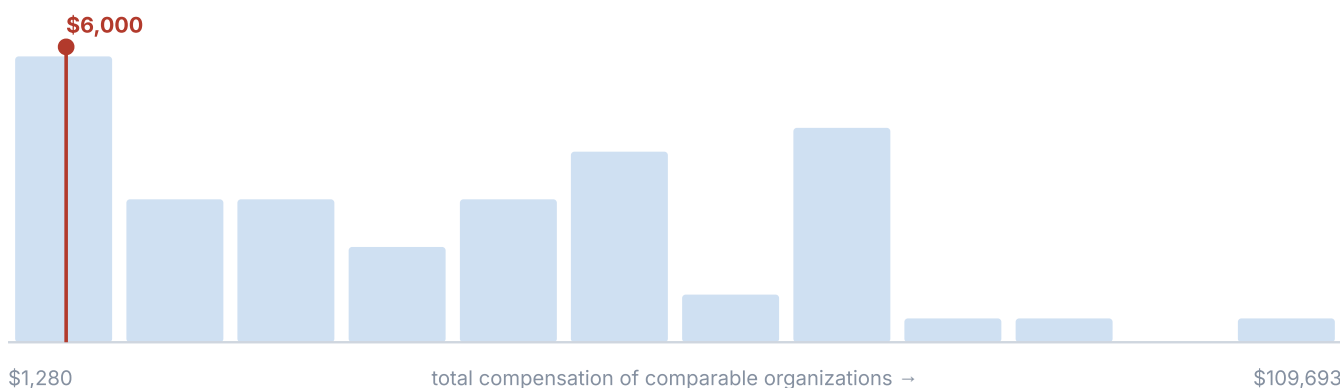
**Benchmarked executive:** Yocheved Finkelstein — reported title "TRUSTEE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B24).
BUDGET	Total revenue between \$130,273 and \$291,657 — 0.67x to 1.50x the subject's \$194,438 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

**56** organizations qualified on sector, size, and geography → **56** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,238	\$16,975	\$34,587	\$55,890	\$69,603	<b>\$6,000</b>
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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 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
<a href="#">Grace Christian Academy</a>	NC	\$196,126	Teacher	\$26,667	<b>\$30,066</b>	2025
<a href="#">Albert Lea Wrestling Boosters</a>	MN	\$196,683	Trustee	\$33,900	<b>\$37,517</b>	2024
<a href="#">The Morgan Oliver School For Anti-racism Inc</a>	GA	\$192,109	Ceo	\$14,583	<b>\$16,908</b>	2023
<a href="#">Kardia Classical School</a>	WA	\$196,814	Head Of School	\$29,358	<b>\$28,680</b>	2025
<a href="#">Faith Alive Christian Academy</a>	VI	\$201,389	Teacher	\$27,288	<b>\$28,094</b>	2023
<a href="#">St Catherine Of Siena Academy</a>	NY	\$186,368	Chair & Trea	\$4,090	<b>\$4,139</b>	2024
<a href="#">Mercy Christian Academy</a>	LA	\$204,384	Board Member	\$32,296	<b>\$41,007</b>	2023
<a href="#">Huaxia Chinese School At Bridgewater</a>	NJ	\$184,351	Principal	\$8,480	<b>\$8,480</b>	2024
<a href="#">Gaia Democratic School</a>	MN	\$205,347	Officer-key Employee	\$40,000	<b>\$44,268</b>	2024
<a href="#">Life Point Christian University Inc</a>	AZ	\$205,771	President	\$50,400	<b>\$54,288</b>	2024
<a href="#">Palmyra Christian Academy</a>	MO	\$206,020	Director	\$3,550	<b>\$4,336</b>	2023
<a href="#">Mate School</a>	CO	\$208,359	Chairman/pre	\$68,333	<b>\$73,387</b>	2024
<a href="#">Ohr Zahava</a>	TX	\$179,842	Vice President	\$47,630	<b>\$54,940</b>	2023
<a href="#">Sunset Sudbury School Inc</a>	FL	\$211,841	President	\$85,000	<b>\$89,435</b>	2024
<a href="#">Boulder Sudbury School</a>	CO	\$176,598	Secretary And Teacher	\$6,516	<b>\$6,818</b>	2025
<a href="#">Childrens Cottage</a>	CA	\$212,633	Executive Dir.	\$65,301	<b>\$61,528</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Desert Springs Christian Academy</a>	NM	\$213,660	Headmaster 7	\$21,524	<b>\$25,260</b>	2025
<a href="#">Open Door Christian School</a>	PA	\$214,476	Teacher & Assistant Administrator	\$20,736	<b>\$23,161</b>	2024
<a href="#">South Tulsa Academy Inc</a>	OK	\$214,734	Board Member	\$15,000	<b>\$18,022</b>	2025
<a href="#">Hillside Academy Inc</a>	ID	\$215,043	President	\$4,899	<b>\$5,837</b>	2024
<a href="#">Play School Inc</a>	FL	\$218,741	Executive Director	\$47,173	<b>\$49,634</b>	2024
<a href="#">Emmanuel Coastal Academy Inc</a>	FL	\$221,404	President	\$2,050	<b>\$2,221</b>	2023
<a href="#">Solon Academy Inc</a>	OH	\$166,891	Board Member	\$1,125	<b>\$1,374</b>	2023
<a href="#">Cornerstone Haiti</a>	FL	\$222,220	President	\$54,225	<b>\$58,740</b>	2023
<a href="#">Shikabania Corporation</a>	CA	\$224,241	Director	\$4,809	<b>\$4,788</b>	2023

**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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	56 organizations. Compensation range \$1,280–\$109,693; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$194,438); for reference, expenses \$208,415 and assets \$18,578.
ROLE MATCH	Yocheved Finkelstein, reported title " <i>TRUSTEE</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	18 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	18 <sup>th</sup>
Reportable pay only (column D), adjusted	20 <sup>th</sup>
All sources (D + E + F), adjusted	18 <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 (Yocheved Finkelstein) 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 56 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 18<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.