

# Champions Of Youth Inc

Executive Director / CEO

EIN 832833451

IN · NTEE O30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Hermesch, Executive Director / CEO** (\$55,120) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47<sup>th</sup>** percentile of comparable organizations within the typical range

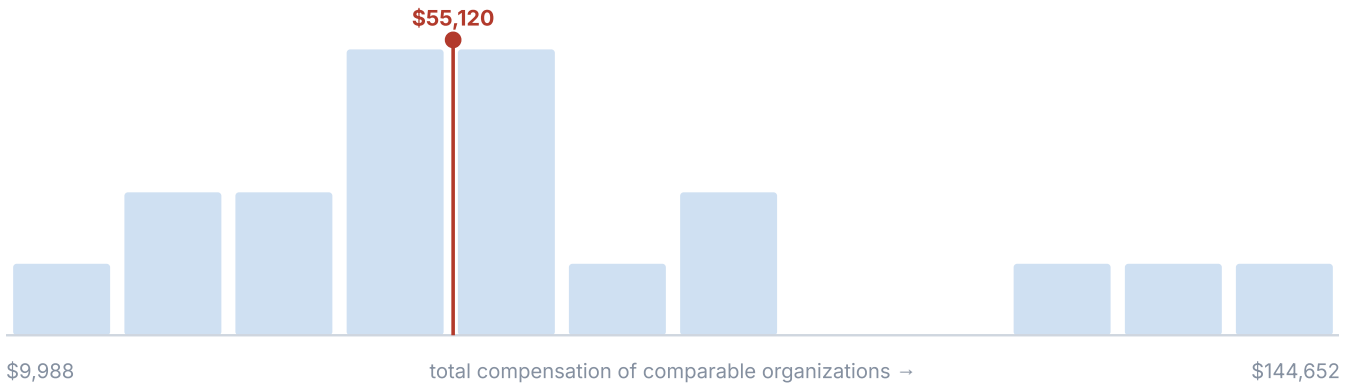
**Benchmarked executive:** Lisa Hermesch — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

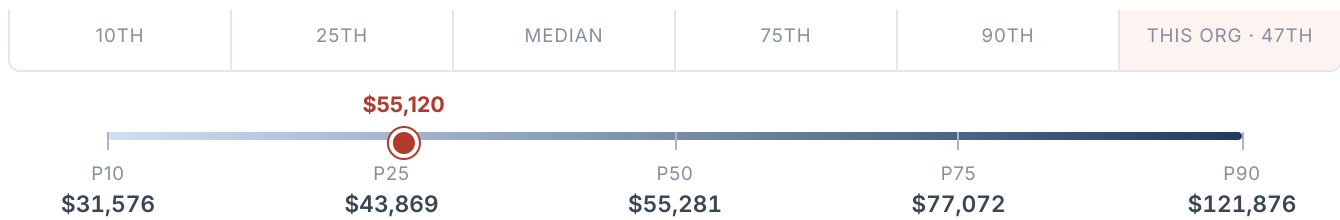
SECTOR	Organizations sharing the subject's NTEE classification (O30).
BUDGET	Total revenue between \$191,367 and \$428,434 — 0.67x to 1.50x the subject's \$285,623 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O30), nationwide + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$31,576	\$43,869	\$55,281	\$77,072	\$121,876	\$55,120
----------	----------	----------	----------	-----------	----------



## ● 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 IN 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="#">Buffalo &amp; Western New York</a>	NY	\$274,371	Secretary	\$12,000	<b>\$9,988</b>	2024
<a href="#">Journey Forward Mentoring</a>	TX	\$306,974	Executive Director	\$57,500	<b>\$54,542</b>	2023
<a href="#">Maine Sports Group</a>	ME	\$254,847	Secretary	\$31,200	<b>\$28,776</b>	2024
<a href="#">Volunteers For Youth Inc</a>	NC	\$321,949	Executive Dir.	\$43,885	<b>\$41,765</b>	2024
<a href="#">Man Up Mentoring Inc</a>	FL	\$247,790	Executive Director And Co-founder	\$39,200	<b>\$33,918</b>	2024
<a href="#">San Miguel Mentoring Program</a>	CO	\$329,675	Executive Di	\$93,170	<b>\$82,286</b>	2024
<a href="#">You Can Mentor Inc</a>	TX	\$331,294	Executive Dir.	\$157,000	<b>\$144,652</b>	2024
<a href="#">House Of Shiloh Family Services Inc</a>	TX	\$342,758	Director	\$60,000	<b>\$55,281</b>	2024
<a href="#">Miracle League Of Connecticut Inc</a>	CT	\$227,040	Executive Director	\$73,275	<b>\$63,280</b>	2024
<a href="#">Joshua And Caleb Leadership Centre</a>	OH	\$344,929	President	\$73,658	<b>\$71,857</b>	2024
<a href="#">Mosaic Mentoring Of North Alabama Inc</a>	AL	\$222,541	Ceo	\$49,900	<b>\$51,120</b>	2023
<a href="#">Trusted Mentors Inc</a>	IN	\$360,676	Executive Director	\$45,972	<b>\$45,972</b>	2023
<a href="#">Big Brothers Big Sisters Of The Upstate</a>	SC	\$362,983	Ceo	\$63,844	<b>\$61,347</b>	2024
<a href="#">Windsor County Mentors Inc</a>	VT	\$204,140	Executive Dir.	\$53,145	<b>\$47,999</b>	2025
<a href="#">Ancestral Knowledge Inc</a>	MD	\$200,296	Executor Director	\$69,500	<b>\$59,847</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Great Life Mentoring</a>	OR	\$373,727	Executive Director	\$99,781	<b>\$85,347</b>	2024
<a href="#">Speakhire Inc</a>	NY	\$398,262	Exe. Director	\$140,275	<b>\$120,198</b>	2023
<a href="#">The Mentoring Partnership Of Sw Pa</a>	PA	\$403,179	Executive Director	\$139,996	<b>\$128,588</b>	2024
<a href="#">The Hampton's Academy Inc</a>	IN	\$418,758	Ceo	\$33,229	<b>\$32,276</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN cost of living and 2023 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 IN 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** 19 organizations. Compensation range \$9,988–\$144,652; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$285,623); for reference, expenses \$162,757 and assets \$333,749. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Lisa Hermesch, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**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	<b>47<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>42<sup>nd</sup></b>

---

Reportable pay only (column D), adjusted

47<sup>th</sup>

---

All sources (D + E + F), adjusted

47<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 (Lisa Hermes) 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 19 similarly situated organizations (Same NTEE sector (O30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,120 is reasonable (approximately the 47<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.