

Social Justice Charitable Corporation

Executive Director / CEO

EIN 844832354

AZ · NTEE T30

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Carol Kraemer, Executive Director / CEO** (\$24,000) against **every comparable organization** that fit the selection criteria — **217** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

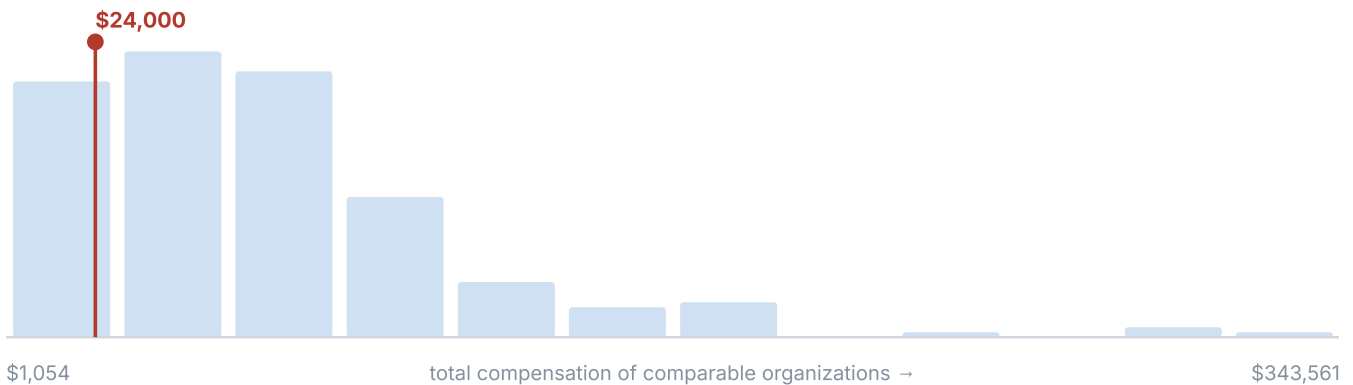
Benchmarked executive: Carol Kraemer — reported title “Director and Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$325,131 and \$727,906 — 0.67x to 1.50x the subject's \$485,271 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

217 organizations qualified on sector, size, and geography → **217** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,963	\$31,319	\$59,049	\$87,435	\$131,874	\$24,000
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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 AZ 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
The Emma Alyson & Kate Hance	NY	\$484,071	Executive Director	\$48,532	\$44,292	2024
St Joseph Missions Inc	IN	\$483,691	Executive Di	\$69,513	\$74,037	2024
National Hospice Foundation Inc	VA	\$483,563	Interim Ceo	\$56,930	\$57,156	2023
Cancer Services Network Inc	TX	\$487,171	Executive Director	\$70,010	\$70,729	2024
International Cardioncology Society Of North America Inc	FL	\$490,309	Executive Director	\$120,000	\$117,217	2023
Community Clinics At Memorial Regional	CO	\$479,457	President	\$49,323	\$47,766	2024
Pregnancy Help Center Of Galveston Inc	TX	\$491,348	Executive Director	\$71,966	\$72,706	2024
Partnership For Community Development Ltd	NY	\$491,449	Director	\$39,548	\$36,093	2024
Jaws Youth Fund Inc	NJ	\$491,670	Executive Director	\$128,175	\$118,994	2023
Auguste Escoffier Educational Fund Inc	IL	\$477,033	President	\$88,994	\$90,974	2023
Ase Education And Research Foundation	NC	\$475,571	Ceo	\$294,563	\$307,396	2024
Precious Dreams Foundation	NY	\$474,568	Executive Director	\$89,077	\$83,696	2023
Girls On The Run Hudson Valley Inc	NY	\$473,595	Executive Di	\$88,025	\$80,335	2024
Foundation For Women	CA	\$469,531	Board Trustee	\$18,006	\$15,703	2024
The Livity Foundation Inc	SC	\$469,434	Executive Director	\$63,326	\$66,723	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Give A Note Foundation Inc	IN	\$501,177	Coo, Board Secretary	\$10,140	\$10,800	2024
Steam Onward Incorporated	MD	\$469,128	Seed Farming Education Director	\$12,466	\$11,770	2024
Lifelink International Inc	AL	\$466,080	President	\$130,300	\$142,171	2024
Simon Family Foundation	OH	\$465,819	Treasurer Thru 3/28/2023	\$40,331	\$44,417	2023
Impact Austin Foundation	TX	\$465,504	Executive Director	\$140,207	\$141,648	2024
Crg Foundation Inc	CA	\$463,386	Director	\$28,362	\$24,734	2024
The Methodist Foundation Of Ohio Incorporated	OH	\$507,172	Executive Director	\$141,050	\$150,882	2024
Rcm Community Fund	WI	\$463,015	Secretary	\$21,475	\$22,067	2025
Westview Foundation	SC	\$462,388	President	\$30,550	\$32,189	2024
Minnesota Credit Union Foundation	MN	\$462,196	President	\$19,637	\$20,176	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 217 organizations. Compensation range \$1,054–\$343,561; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$485,271); for reference, expenses \$700,561 and assets \$501,743. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Carol Kraemer, reported title <i>"Director and Secretary"</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	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	20 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	65 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 (Carol Kraemer) 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 10, 2026, comparing compensation against 217 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,000 is reasonable (approximately the 20th 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 10, 2026.