

# Lishmor Inc

Executive Director / CEO

EIN 874461569

NJ · NTEE P20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Chana Esther Schechter, Executive Director / CEO** (\$79,692) against **every comparable organization** that fit the selection criteria — **1070** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

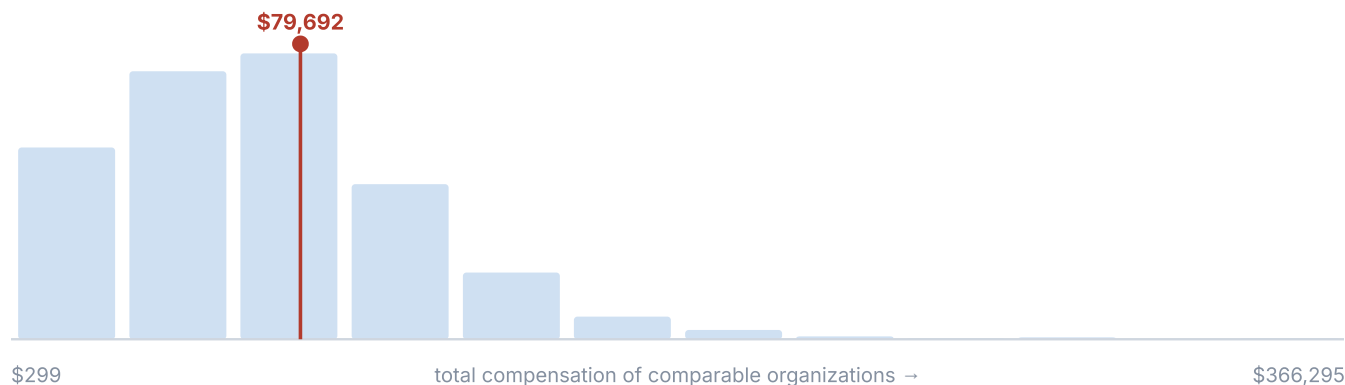
**Benchmarked executive:** Chana Esther Schechter — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$269,071 and \$602,398 — 0.67x to 1.50x the subject's \$401,599 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**1,070** organizations qualified on sector, size, and geography → **1,070** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,422	\$39,303	\$63,923	\$92,818	\$122,978	\$79,692
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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="#">Musical Theatre Academy Of Orange County</a>	CA	\$401,813	Exective Artist	\$72,000	<b>\$67,839</b>	2025
<a href="#">Family Promise Of Carbon County</a>	PA	\$401,063	Executive Director	\$66,950	<b>\$74,778</b>	2024
<a href="#">Redemptive Faith Inc</a>	TX	\$401,026	President	\$47,584	<b>\$53,312</b>	2024
<a href="#">Women's Wellness Spa(ce)</a>	PA	\$401,009	President	\$97,500	<b>\$108,900</b>	2024
<a href="#">Bertie County Hive House</a>	NC	\$402,250	Ceo	\$50,500	<b>\$58,443</b>	2024
<a href="#">Kossuth Foundation Of The Hungarian Reformed Federation Of America</a>	DC	\$400,873	Director	\$8,000	<b>\$7,863</b>	2024
<a href="#">Faith In Action Northern Com Partner Inc</a>	VT	\$400,788	Ex. Director	\$26,933	<b>\$30,362</b>	2024
<a href="#">California Immunization Coalition</a>	CA	\$402,482	Executive Dir.	\$97,376	<b>\$94,176</b>	2024
<a href="#">The Tyler Clementi Foundation Inc</a>	NJ	\$400,709	Ceo And Vice President	\$115,927	<b>\$119,351</b>	2023
<a href="#">Project Hope Inc</a>	NE	\$402,580	Executive Director	\$71,681	<b>\$86,350</b>	2024
<a href="#">Families For Depression Awareness Inc</a>	MA	\$400,607	Coexec Director	\$104,939	<b>\$105,618</b>	2024
<a href="#">Maine Administrators Of Services For</a>	ME	\$402,620	Executive Director	\$88,506	<b>\$99,262</b>	2024
<a href="#">Furniture Friends</a>	ME	\$400,458	Executive Director	\$72,438	<b>\$83,641</b>	2023
<a href="#">Hunt Motors Inc</a>	CA	\$400,032	Principal Ceo	\$300	<b>\$299</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rts Missions Inc</a>	FL	\$399,914	President	\$74,867	<b>\$78,773</b>	2024
<a href="#">Rebuilding Macon Inc</a>	GA	\$403,421	Executive Di	\$78,000	<b>\$90,435</b>	2023
<a href="#">Leonardo's Basement</a>	MN	\$403,541	Co-executive Director	\$68,750	<b>\$76,086</b>	2024
<a href="#">Highest Horizon Support Services</a>	FL	\$399,532	Ceo	\$84,000	<b>\$88,383</b>	2024
<a href="#">Safe Passage Inc</a>	KY	\$399,436	Founder & President	\$57,500	<b>\$71,234</b>	2023
<a href="#">The Other Side</a>	AR	\$399,318	President	\$26,000	<b>\$32,733</b>	2024
<a href="#">South Central United</a>	CA	\$404,074	Director	\$96,000	<b>\$95,588</b>	2023
<a href="#">Angels For Humanity</a>	FL	\$404,123	Founder Coo	\$144,400	<b>\$151,934</b>	2024
<a href="#">Network Delaware Inc</a>	DE	\$398,831	Executive Director	\$35,443	<b>\$38,870</b>	2024
<a href="#">Mighty Moms</a>	LA	\$398,700	Executive Dir.	\$23,438	<b>\$29,759</b>	2023
<a href="#">Street Hearts Inc</a>	VA	\$404,590	Founder Executive Director	\$35,296	<b>\$39,298</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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 1070 organizations. Compensation range \$299–\$366,295; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$401,599); for reference, expenses \$404,340 and assets \$30,581.

<b>ROLE MATCH</b>	Chana Esther Schechter, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	23 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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	72 <sup>nd</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</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 (Chana Esther Schechter) 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 1070 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,692 is reasonable (approximately the 66<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 10, 2026.