PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Chs Charitable Foundation Inc

Executive Director / CEO

EIN **884291118**
NJ · NTEE P19
FY ending 2024-05-31
June 9, 2026

This analysis benchmarks the total compensation of **Donna C Pressma, Executive Director / CEO** ($20,618) against the **2000** closest of **2,132** comparable organizations — 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

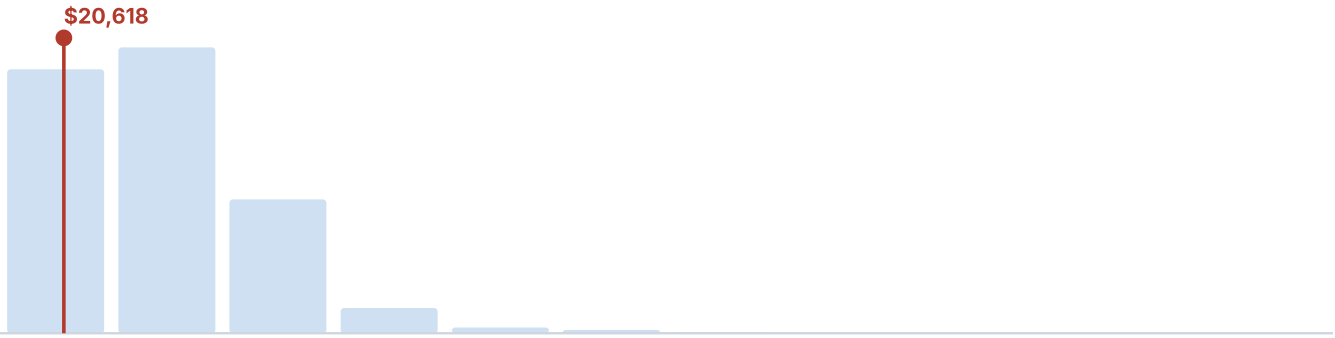
> **Benchmarked executive:** Donna C Pressma — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P19).
BUDGET	Total revenue between $124,620 and $279,000 — 0.67× to 1.50× the subject's $186,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue.

2,132 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



$126 total compensation of comparable organizations → $428,628

$11,486	$26,305	$46,840	$69,804	$90,863	$20,618

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
Self Help Craft Of The World Inc	VA	$185,945	Executive Director	$30,700	**$34,181**	2023
Kennedy Institute Housing Corporation	DC	$185,873	President And Ceo	$14,495	**$14,246**	2024
Asi Minot Inc	MN	$186,195	President/tr	$65,715	**$74,875**	2023
Veteran Womens Enterprise Center	TX	$185,752	Ceo/founder	$30,000	**$34,604**	2023
Instituto Del Hogar Celia Y Harris Bunker Inc	PR	$185,705	Executive Director	$46,493	**$47,866**	2023
United Way Next	VA	$185,689	President And Ceo	$119,703	**$133,274**	2023
Goodwill Properties Inc	IA	$185,640	President/ce	$6,991	**$8,573**	2024
Alaska Association On	AK	$185,629	Executive Dir.	$87,500	**$96,463**	2023
St Joseph's House Ltd	MD	$186,424	Executive Director	$53,917	**$56,457**	2024
Cuyama Valley Family Resource Center	CA	$186,476	Executive Director	$45,630	**$45,434**	2023
Ahead Inc	OH	$185,500	Executive Director	$61,478	**$72,930**	2024
Alzheimer's Community Care	FL	$186,562	Former Ceo (7/1/23-3/7/24)	$4,651	**$4,894**	2024
Selah	CO	$185,436	Executive Director	$58,458	**$62,782**	2024
Hdpi Inc	VA	$185,226	Director	$14,347	**$15,974**	2023
Fusion You Inc	AZ	$185,139	President/di	$18,338	**$20,337**	2023
Warehouse Nj	NJ	$186,983	Founder, Executive Director	$35,000	**$35,000**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Redeemer Center For Life Inc	MN	$185,002	Cfo	$11,250	**$12,450**	2024
North Spencer Community Action	IN	$187,118	Manager	$48,860	**$57,710**	2024
Indiana Guardianship Services	IN	$187,168	Executive Di	$19,231	**$22,714**	2024
Hannah And Friends Inc	IN	$187,260	Secretary, Director Of Ope	$18,545	**$22,551**	2023
Comserv Foundation	NC	$187,297	President	$6,000	**$6,944**	2024
Nest Mission	WA	$187,316	Director	$20,000	**$20,055**	2024
Good Life Community Development	NE	$187,349	Executive Di	$57,557	**$69,336**	2024
311 Ministries	TX	$184,586	Executive Director	$64,160	**$74,006**	2023
Lessons For Life Inc	AR	$184,556	Executive Director	$109,592	**$137,972**	2024

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.

Sample, role match & sensitivity

PEER COUNT	**2000** organizations. Compensation range $126–$428,628; filing years 2021–2025.
SIZE BASIS	Matched on total revenue ($186,000); for reference, expenses $600,172 and assets $12,591,319. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**
ROLE MATCH	Donna C Pressma, reported title *"PRESIDENT"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	225 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	37 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	**20th**
Total compensation (D + F), as reported (no adjustments)	**22nd**
Reportable pay only (column D), adjusted	**0th**
All sources (D + E + F), adjusted	**96th**

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 (Donna C Pressma) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $20,618 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 9, 2026.