

Hillel Of San Luis Obispo

Executive Director / CEO

EIN 201744245

CA · NTEE X30

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lauren Bandari, Executive Director / CEO** (\$83,000) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

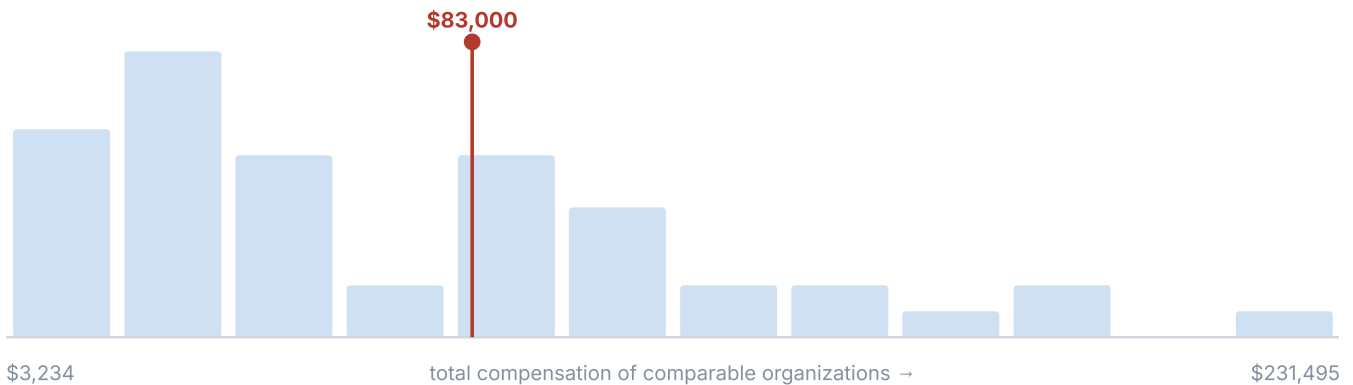
Benchmarked executive: Lauren Bandari — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X30).
BUDGET	Total revenue between \$150,502 and \$336,946 — 0.67x to 1.50x the subject's \$224,631 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X30), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,796	\$32,955	\$55,536	\$110,327	\$141,330	\$83,000
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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 CA 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
Achim Inc	MD	\$225,251	President	\$109,874	\$118,960	2024
Beit Midrash Letalmud Inc	NY	\$226,317	President	\$108,000	\$113,019	2024
Ofeq Institute Inc	OH	\$226,827	President	\$44,013	\$52,595	2025
Instarabbi	CA	\$212,655	Treasurerdirector	\$19,200	\$19,200	2024
Shalom Ministries Inc	KS	\$237,741	Chairman	\$92,617	\$115,874	2024
Haberman Institute For Jewish Studies	MD	\$238,128	Executive Director	\$77,496	\$86,383	2023
Tikkun Ha-ir Of Milwaukee Inc	WI	\$210,817	Executive Director	\$42,444	\$50,011	2025
Accidental Talmudist	CA	\$239,173	Ceo	\$68,000	\$70,009	2023
Messianic Jewish Movement International	AZ	\$239,891	President	\$18,000	\$20,047	2024
Areyvut Inc	NJ	\$207,521	Founder And Director	\$27,000	\$27,917	2024
Online Smicha	NY	\$244,315	Director	\$10,800	\$11,302	2024
The Jewish Community Of Manatee County Inc	FL	\$246,254	Rabbi	\$88,845	\$96,656	2024
Lubavitch Colombia Inc	NY	\$201,303	Director	\$12,000	\$12,928	2023
Shaarei Shalom Inc	AZ	\$256,157	Director	\$48,544	\$54,066	2024
Hillel The Foundation For Jewish Campus Life	VA	\$192,633	Executive Director	\$108,000	\$120,763	2024
Bukharian Jewish Congregation Of Briarwood Inc	NY	\$258,059	Rabbi	\$53,110	\$54,145	2025
Swarthmore Chabad	PA	\$190,489	President	\$30,000	\$33,753	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Yad L Talmid	CA	\$261,830	Ceo	\$64,515	\$64,515	2024
Yesodei Hadas Inc	NJ	\$183,151	Trustee	\$111,504	\$115,292	2024
Beit Kohenet Inc	MD	\$182,529	Ceo	\$33,116	\$35,854	2024
Judaism By Choice Inc	CA	\$267,907	Director	\$183,992	\$183,992	2024
Maccabim Hebrew School	IL	\$181,263	President	\$29,131	\$33,166	2024
Jcrafts By Chabad Inc	MD	\$269,166	President	\$104,369	\$116,337	2023
Community Kashrus Of Greater Philadelphia	PA	\$269,562	Administrator	\$77,000	\$91,551	2023
Or Azion Inc	NY	\$270,050	President	\$36,500	\$39,324	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	48 organizations. Compensation range \$3,234–\$231,495; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$224,631); for reference, expenses \$220,782 and assets \$126,577.
ROLE MATCH	Lauren Bandari, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	63 rd
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	58 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 (Lauren Bandari) 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 48 similarly situated organizations (Same NTEE sector (X30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,000 is reasonable (approximately the 63rd 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.