

American Friends Of Peer Hatalmud Inc

Executive Director / CEO

EIN 464778020

NY · NTEE Q11

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rabbi Yosef Darshan, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **614** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Rabbi Yosef Darshan — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

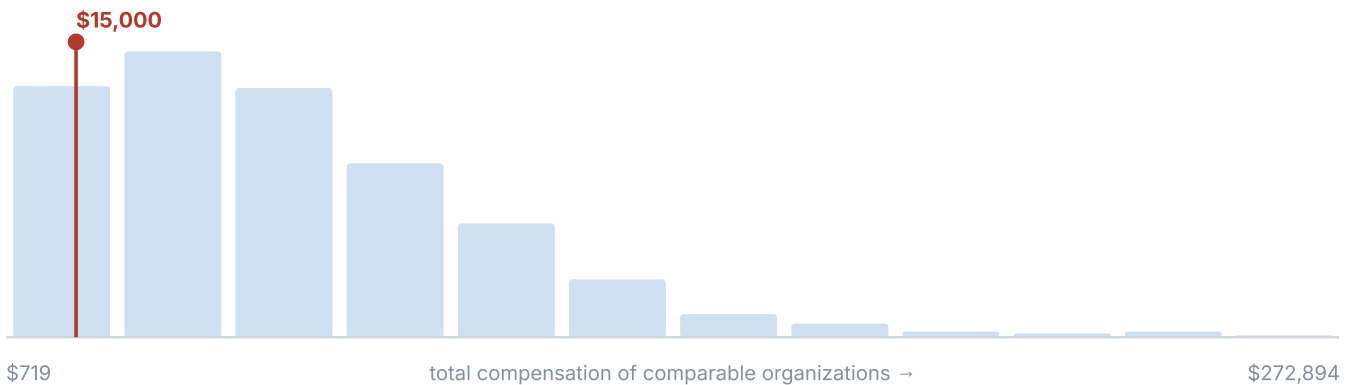
SECTOR Organizations sharing the subject's NTEE classification (Q11).

BUDGET Total revenue between \$200,079 and \$447,939 — 0.67x to 1.50x the subject's \$298,626 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

614 organizations qualified on sector, size, and geography → **614** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,408	\$26,992	\$51,537	\$80,566	\$111,122	\$15,000
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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 NY 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
Center For Global Strategies Ltd	SC	\$298,414	Executive Director	\$60,000	\$67,283	2024
Epic Foundation Inc	NY	\$299,012	Assistant Treasurer & Assistant Cfo	\$3,912	\$3,800	2024
Ecf International	CA	\$297,935	President/ceo	\$94,143	\$87,382	2024
Campaign For Human Rights Inc	NY	\$297,928	Executive Dir.	\$224,053	\$217,625	2024
Rise Together International Inc	NC	\$299,336	President	\$16,200	\$18,524	2023
Big Picture Soccer	PA	\$299,633	Executive Director	\$70,000	\$77,251	2023
Catalyst Ministries	TX	\$297,395	Executive Dir.	\$56,261	\$60,494	2024
Pastoralist Child Foundation	NJ	\$299,989	President	\$6,375	\$6,118	2024
Bridge Builders International Inc	OK	\$300,378	President	\$39,520	\$48,158	2023
One World Goods Inc	NY	\$300,498	Store Manager	\$59,387	\$57,683	2024
Sanitation And Health Rights In India	LA	\$295,850	Founding Dir.	\$48,500	\$57,406	2024
Hope On A String	MA	\$295,811	Executive Director	\$71,135	\$70,741	2023
Presbyterian Peace Fellowship	NY	\$301,663	Int. Exec Di	\$59,319	\$59,319	2023
Ceiba Vida International Inc	TN	\$295,550	School Proprietor	\$27,090	\$31,512	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Restoring Hope International Inc	IA	\$301,869	Director	\$58,605	\$68,975	2024
Water & Light	OR	\$302,240	President	\$51,755	\$51,662	2024
Junior Achievement Of Southwest	VA	\$302,302	President	\$82,581	\$85,708	2024
American Institute For Indonesian Studies	NY	\$294,662	Executive Director	\$62,000	\$62,000	2023
Gocare Inc	CA	\$302,675	President	\$44,000	\$42,046	2023
Rescue Pink Inc	TX	\$302,677	President	\$66,000	\$73,062	2023
The International Carpe Diem Foundation	OR	\$302,907	Executive Dir.	\$62,000	\$61,889	2024
Rural Orphan's And Widows Aids Network	CO	\$303,168	President	\$14,588	\$15,035	2024
Interfaith Peace Builders	DC	\$293,845	Managing Director (Thru 11/22)	\$78,218	\$75,959	2023
Christian Relief Of Supplies And Service	IA	\$303,596	Key Employee	\$28,462	\$33,498	2024
Grow Ahead Foundation	OR	\$293,206	Executive Director Board Pre	\$21,000	\$21,582	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **614** organizations. Compensation range \$719–\$272,894; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$298,626); for reference, expenses \$120,450 and assets \$487,928. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Rabbi Yosef Darshan, reported title " <i>DIRECTOR</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	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	13 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	12 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 (Rabbi Yosef Darshan) 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 614 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 13th 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.