

Carolina Jews For Justice

Executive Director / CEO

EIN 465562132
 NC · NTEE X01
 FY ending 2024-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Abby Lublin, Executive Director / CEO** (\$55,931) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Abby Lublin — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (X01).

BUDGET Total revenue between \$241,539 and \$540,760 — 0.67x to 1.50x the subject's \$360,507 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X01), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$39,553	\$49,597	\$66,856	\$97,520	\$125,334	\$55,931
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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 NC 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
Bread Of Life International Inc	AZ	\$353,225	President	\$116,365	\$108,308	2024
Kansas Interfaith Action Inc	KS	\$352,186	Executive Dir.	\$70,000	\$73,189	2024
Barnabas Resources	MN	\$343,339	Board Member	\$218,000	\$208,474	2024
Peace At Any Pace Inc	CA	\$338,928	Executive Dir.	\$80,000	\$66,856	2024
Makarios Ministries Inc	CA	\$393,659	Treasurer	\$54,111	\$46,556	2023
Bethesda Recovery Inc	GA	\$326,517	Manager	\$13,728	\$13,359	2024
Oscar Romero Center For Community	TX	\$325,900	Director	\$35,000	\$34,885	2023
The Word Is Out	KY	\$322,247	President	\$45,000	\$48,172	2023
Keshet Families Inc	NY	\$405,228	Executive Director	\$62,315	\$56,107	2023
G6 Allies Inc	OK	\$260,219	Executive Director	\$79,050	\$86,731	2023
Greater Indianapolis Multi-faith Alliance Inc	IN	\$255,506	President & Exec Director	\$49,992	\$51,022	2024
Delaware Strong Families Inc	DE	\$466,421	President & Executive Director	\$65,076	\$61,668	2024
Liberty And Health	AZ	\$495,681	President	\$80,833	\$77,459	2023
Cornwall Alliance For The Stewardship Of Creation	TN	\$502,763	President	\$118,000	\$120,041	2024
Napa Institute Legal Foundation	DC	\$536,501	Vice President & Executive Director	\$147,379	\$128,863	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	15 organizations. Compensation range \$13,359–\$208,474; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$360,507); for reference, expenses \$219,554 and assets \$202,445.
ROLE MATCH	Abby Lublin, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	33 rd
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	33 rd

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 (Abby Lublin) 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 15 similarly situated organizations (Same NTEE sector (X01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,931 is reasonable (approximately the 33rd 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.