

# Mission San Juan Bautista

Executive Director / CEO

EIN 475427661

CA · NTEE B12

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Jewel Gentry, Executive Director / CEO** (\$63,000) against **every comparable organization** that fit the selection criteria — **94** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jewel Gentry — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B12).

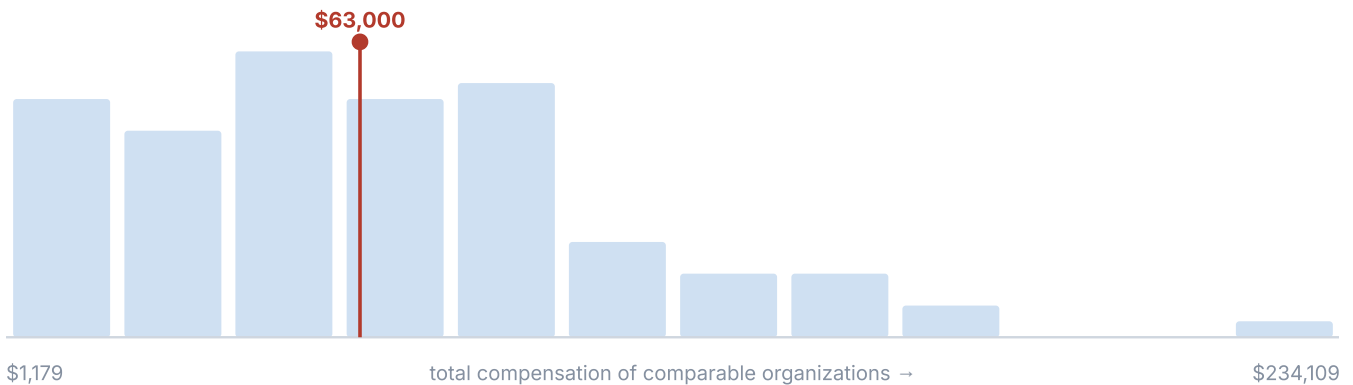
**BUDGET** Total revenue between \$233,631 and \$523,056 — 0.67x to 1.50x the subject's \$348,704 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B12), nationwide + budget 0.67–1.5x revenue.

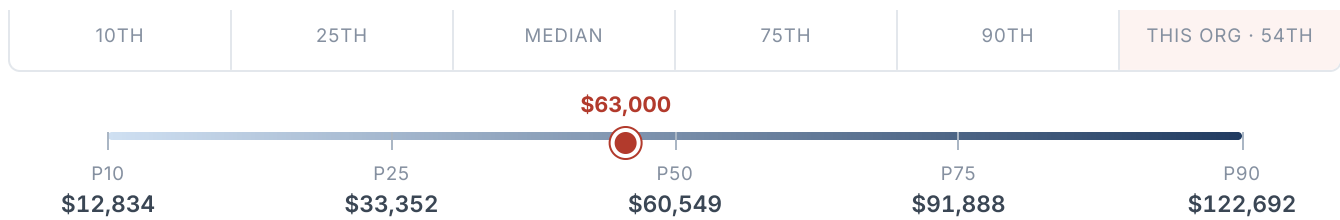
**94** organizations qualified on sector, size, and geography

→ **94** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$12,834	\$33,352	\$60,549	\$91,888	\$122,692	\$63,000
----------	----------	----------	----------	-----------	----------



## ● 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
<a href="#">Magnet Educational Choice</a>	FL	\$348,303	Chief Executive Officer	\$21,760	<b>\$24,373</b>	2023
<a href="#">Educate2envision International Inc</a>	CA	\$351,294	Executive Dir.	\$61,589	<b>\$61,589</b>	2024
<a href="#">Legacy Scholars</a>	MI	\$344,615	Executive Director	\$8,583	<b>\$9,995</b>	2025
<a href="#">Sevier County Partners In Progress</a>	TN	\$353,505	Executive Di	\$57,174	<b>\$71,654</b>	2023
<a href="#">Waco Isd Education Foundation</a>	TX	\$353,927	Executive Director	\$79,385	<b>\$94,679</b>	2023
<a href="#">Pamlico Partnership For Children Inc</a>	NC	\$342,286	Executive Director	\$58,650	<b>\$72,253</b>	2023
<a href="#">Malama Honua Public Charter School</a>	HI	\$359,146	Executive Di	\$20,182	<b>\$20,925</b>	2024
<a href="#">Zionsville Education Foundation Inc</a>	IN	\$360,985	Executive Dir.	\$48,825	<b>\$61,389</b>	2023
<a href="#">Walk N Rollers</a>	CA	\$334,697	Executive Director	\$101,269	<b>\$101,269</b>	2024
<a href="#">Associated Builders And Contractors</a>	LA	\$334,677	Executive Director	\$33,959	<b>\$44,583</b>	2023
<a href="#">Delaware County By5 Early Childhood</a>	IN	\$330,791	Executive Di	\$95,568	<b>\$116,713</b>	2024
<a href="#">Jacob And Clara Faber Community</a>	OH	\$366,746	President &	\$129,595	<b>\$158,959</b>	2024
<a href="#">San Joaquin County Office Of Education</a>	CA	\$328,568	President	\$76,113	<b>\$74,151</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">African Conservation Centre Us</a>	CO	\$325,707	Scrty/execut	\$39,600	<b>\$43,974</b>	2024
<a href="#">Gahanna-jefferson Education Foundation</a>	OH	\$380,947	Executive Director	\$19,986	<b>\$24,514</b>	2024
<a href="#">Henry County Prevention Coalition</a>	TN	\$381,568	Director	\$61,135	<b>\$72,501</b>	2025
<a href="#">Dr Alvin R Calman Professorship</a>	NJ	\$384,807	Trustee	\$79,602	<b>\$82,307</b>	2024
<a href="#">Methacton Education Foundation</a>	PA	\$387,676	Executive Director	\$36,611	<b>\$43,529</b>	2023
<a href="#">Advanced Home School Education Inc</a>	CA	\$309,375	Treasurer	\$96,750	<b>\$96,750</b>	2024
<a href="#">Mcneil Band Boosters</a>	TX	\$388,412	Treasurer	\$7,793	<b>\$8,795</b>	2025
<a href="#">Foundation For Vision Rehabilitation</a>	NY	\$389,030	President & Ceo	\$52,008	<b>\$53,021</b>	2025
<a href="#">Angels Touch Inc</a>	GA	\$389,933	President	\$30,000	<b>\$35,964</b>	2023
<a href="#">The Parents' Campaign</a>	MS	\$307,104	Sec/treas/exec Director	\$117,673	<b>\$156,259</b>	2023
<a href="#">Middle School Of The Arts Foundation</a>	FL	\$390,429	Executive Director	\$116,403	<b>\$123,374</b>	2025
<a href="#">Erats Thiel Building Company</a>	MN	\$391,746	Treasurer	\$66,725	<b>\$76,354</b>	2024

**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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	94 organizations. Compensation range \$1,179–\$234,109; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$348,704); for reference, expenses \$153,834 and assets \$729,553. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Jewel Gentry, reported title " <i>EXECUTIVE DIRECTOR</i> "; benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	21 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	54 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	60 <sup>th</sup>
Reportable pay only (column D), adjusted	61 <sup>st</sup>
All sources (D + E + F), adjusted	36 <sup>th</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 (Jewel Gentry) 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 94 similarly situated organizations (Same NTEE sector (B12), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$63,000 is reasonable (approximately the 54<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 9, 2026.