

Podhurst Family

Executive Director / CEO

EIN 650720334

FL · NTEE T50I

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jacob Solomon, Executive Director / CEO** (\$279,869) against **every comparable organization** that fit the selection criteria — **162** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Jacob Solomon — reported title “BOARD MEMBER”, 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 (T50I).

BUDGET Total revenue between \$38,967 and \$87,240 — 0.67x to 1.50x the subject's \$58,160 (the band tightens as size grows).

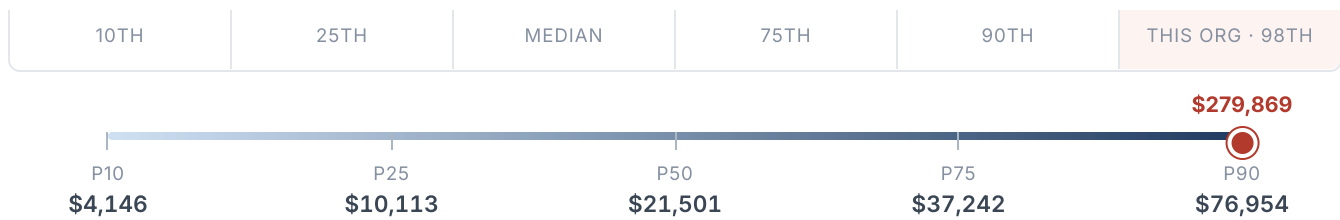
GEOGRAPHY Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

162 organizations qualified on sector, size, and geography → **162** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,146	\$10,113	\$21,501	\$37,242	\$76,954	\$279,869
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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 FL 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
Nathalie & Theodore Jones Charitable	MA	\$58,126	Trustee	\$11,037	\$10,254	2024
The American Foundation For Jewish Education Inc	NJ	\$58,048	President/ Ceo	\$30,497	\$28,153	2024
Nathalie & Theodore Jones Charitable	MA	\$58,341	Trustee	\$11,015	\$10,234	2024
Muskingum County Senior Services	OH	\$58,351	Vice Preside	\$13,000	\$14,657	2023
Sagerstrong Foundation Inc	GA	\$58,457	President	\$4,750	\$4,938	2024
Jean And Saul A Mintz Family Foundation	LA	\$57,841	Director	\$12,957	\$14,751	2024
J F And Lake K Davis Trust	VA	\$57,640	Trustee	\$10,184	\$10,167	2024
Zimmerman Fund For Children	MD	\$57,128	Public Director	\$36,499	\$35,282	2024
Lyn Stacie Getz Foundation Inc	MD	\$59,459	President & Public Director	\$12,125	\$11,720	2024
Nathalie & Theodore Jones Charitable	MA	\$59,543	Trustee	\$9,991	\$9,557	2023
Bay Harbor Foundation	MI	\$56,553	Executive Director	\$8,000	\$8,790	2023
Baton Rouge New Community Homes	LA	\$59,781	President/ceo	\$21,418	\$24,385	2024
Clarence Schock Memorial Park At Governor	PA	\$60,118	Allocauteur	\$4,273	\$4,405	2024
Tabitha M Devisconti Residual Trust	NC	\$60,720	Trustee	\$3,500	\$3,740	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ptha Charities	PA	\$55,537	Executive Director/secretary	\$30,031	\$30,964	2024
Greater Pittsburgh Automobile Dealers	PA	\$61,170	Ceo	\$30,514	\$31,463	2024
Nathalie & Theodore Jones Charitable	MA	\$55,065	Trustee	\$10,969	\$10,191	2024
Marshall Hospital Foundation	TX	\$54,922	President/ceo	\$269,993	\$287,493	2023
Sts Philip And James Grade School	OH	\$54,606	Trustee, Principal	\$11,166	\$12,228	2024
Agudath Israel Of America Foundation	NY	\$61,770	Executive Vice President	\$39,395	\$36,807	2024
Kay Trust Co Twin Lakes Baptist Church	CA	\$54,511	President	\$116,052	\$103,612	2024
Retired Boston Police Officers	MA	\$61,870	President	\$2,175	\$2,021	2024
Kids Against Hunger - Your Quad Cities	IA	\$54,173	President / Secretary	\$18,000	\$20,378	2024
Kidney Foundation Of Ohio Real Estate	OH	\$62,349	Executive Director	\$24,194	\$27,278	2023
United Way Of Rusk County Inc	TX	\$53,642	Cmp Chr/exe Dir	\$4,810	\$5,122	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	162 organizations. Compensation range \$282–\$287,493; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$58,160); for reference, expenses \$144,226 and assets \$3,005,989. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jacob Solomon, reported title " <i>BOARD MEMBER</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	90 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	98 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 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 (Jacob Solomon) 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 162 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$279,869 is reasonable (approximately the 98th 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.