

Jewish Los Angeles Special Needs

Executive Director / CEO

EIN 810820016

CA · NTEE P80

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Michelle Wolf, Executive Director / CEO** (\$76,150) 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 **47th** percentile of comparable organizations within the typical range

Benchmarked executive: Michelle Wolf — 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 (P80).

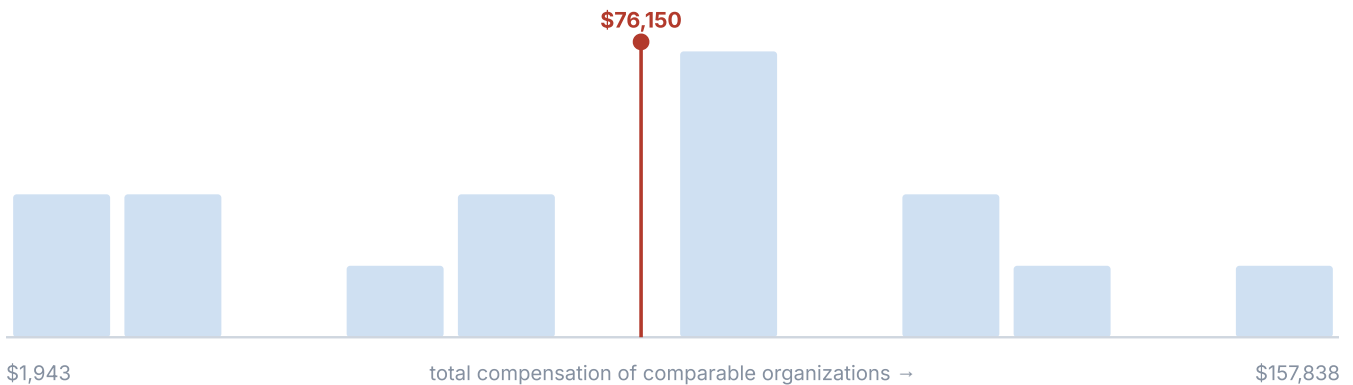
BUDGET Total revenue between \$328,703 and \$735,903 — 0.67x to 1.50x the subject's \$490,602 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P80) + CA + budget 0.67–1.5x revenue.

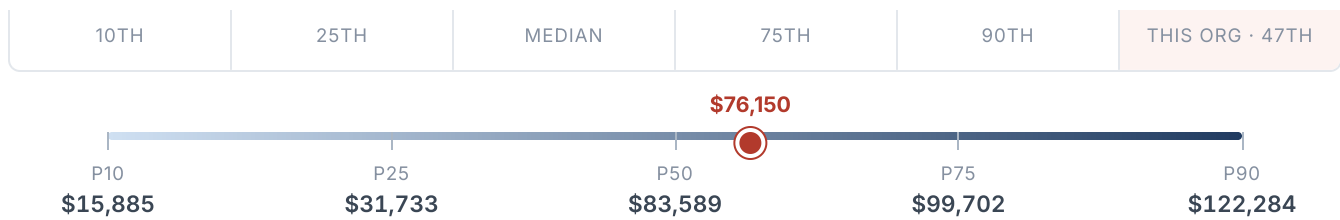
15 organizations qualified on sector, size, and geography

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

Distribution of comparable compensation



\$15,885	\$31,733	\$83,589	\$99,702	\$122,284	\$76,150
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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
Southeast Community Development	CA	\$466,328	Executive Di	\$83,589	\$83,589	2023
Hitching Post Ministries	CA	\$515,120	Program Director	\$61,920	\$60,144	2024
Single Mothers Outreach Inc	CA	\$463,057	Executive Director	\$94,269	\$91,564	2024
Bay Area Womens And Childrens Center	CA	\$456,204	Executive Dir.	\$162,500	\$157,838	2024
Friends Of Transitions Guatemala	CA	\$428,236	Chief Financial Officer	\$2,000	\$1,943	2024
Freedom Dogs	CA	\$414,500	Executive Director	\$133,900	\$126,706	2025
Central Valley Community Resources Inc	CA	\$413,385	Ceo	\$17,500	\$17,500	2023
Maryam Parman Foundation	CA	\$399,680	Executive Dir.	\$44,936	\$44,936	2023
Amor Wellness Center Inc	CA	\$389,449	Treasurer	\$19,077	\$18,530	2024
Wounded Heroes Fund Kern County	CA	\$371,752	Executive Dir.	\$64,690	\$62,834	2024
Supporting The Taylor House Inc	CA	\$357,458	Executive Dir.	\$14,808	\$14,808	2023
Dentistry 4 Vets	CA	\$658,529	Dentist - Clinic Manager	\$115,650	\$115,650	2023
Action Network	CA	\$698,024	Executive Director	\$84,964	\$84,964	2023
The Dreampower Foundation	CA	\$710,221	Executive Dir.	\$94,035	\$91,337	2024
Berkeley Youth Living With Disabilities	CA	\$730,390	Executive Director	\$107,840	\$107,840	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 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 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 15 organizations. Compensation range \$1,943–\$157,838; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$490,602); for reference, expenses \$463,071 and assets \$233,476.

ROLE MATCH Michelle Wolf, reported title "*Executive Dir.*", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	47 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	40 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 (Michelle Wolf) 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 (P80) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,150 is reasonable (approximately the 47th 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.