

Friends Of Jhubla

Executive Director / CEO

EIN 824217609

CA · NTEE X30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gavin M Teller, Executive Director / CEO** (\$126,000) against **every comparable organization** that fit the selection criteria — **76** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

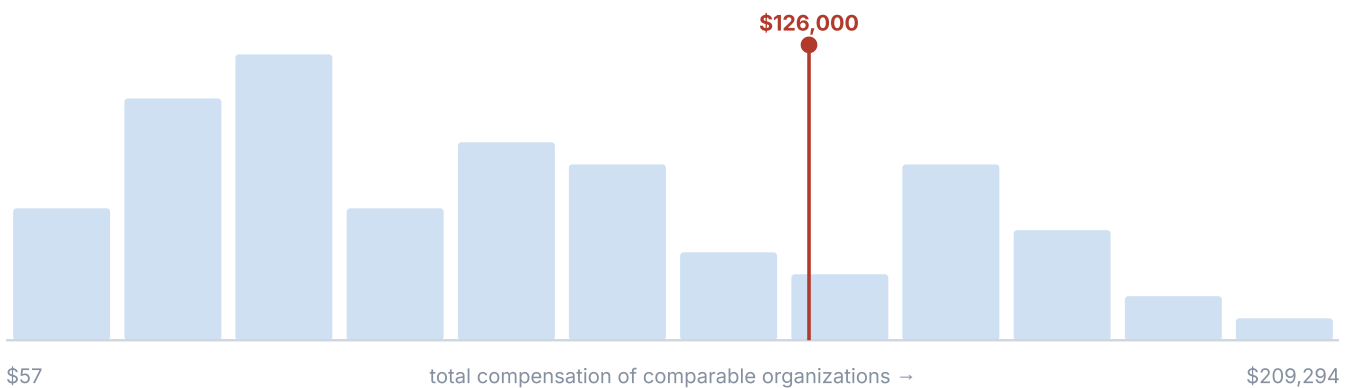
Benchmarked executive: Gavin M Teller — reported title “PRESIDENT/DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X30).
BUDGET	Total revenue between \$290,367 and \$650,076 — 0.67x to 1.50x the subject's \$433,384 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X30), nationwide + budget 0.67–1.5x revenue.

76 organizations qualified on sector, size, and geography → **76** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,946	\$36,619	\$75,010	\$120,028	\$159,897	\$126,000
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 76TH
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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
Youth Network Of Florida Inc	FL	\$436,091	Director	\$54,805	\$59,624	2024
Roots Of Reform Judaism Inc	OH	\$438,314	Rabbinic Director	\$110,550	\$135,598	2024
Jewish-christian Discovery Center Inc	GA	\$419,543	President	\$20,800	\$24,220	2024
Final Frontier Ministries Inc	TN	\$416,343	Pres & Exec Dir	\$24,000	\$28,462	2025
Congregation Tof Luh Vin Shaya Inc	NJ	\$450,473	Trustee	\$2,000	\$2,129	2023
Shefa Jewish Psychedelic Support	CA	\$450,617	Founder & Ceo	\$139,389	\$143,506	2023
Adventure Rabbi Synagogue Wo Walls	CO	\$450,830	Secretary	\$127,895	\$142,021	2024
Yagdil Torah Inc	NY	\$414,836	Director	\$74,256	\$77,707	2024
American Friends Of Chabad By The Galler	TX	\$451,973	Director	\$16,442	\$19,047	2024
Devar Emet Messianic Jewish	IL	\$452,270	President	\$65,833	\$74,952	2024
Kulanu Yachad International Inc	MO	\$413,209	Treasurer	\$45,000	\$55,196	2024
Jewish Interactive Inc	NY	\$409,719	Chief Technical Officer	\$110,241	\$118,771	2023
The Well In Memory Of The Sassoon	NY	\$409,697	Director	\$32,191	\$33,687	2024
Chochmat Halev	CA	\$408,313	Director	\$55	\$57	2023
Yeshiva Tiferes Naftoli	NJ	\$407,955	President	\$46,595	\$49,601	2023
The Den Collective Inc	MD	\$470,068	Rabbi, Executive Director	\$157,238	\$165,852	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sketchpad Inc	IL	\$470,143	Executive Director	\$87,237	\$102,255	2023
Heritage For The Blind Inc	NY	\$396,073	Director	\$118,300	\$123,797	2024
Under The Fig Tree Ministries Inc	MI	\$470,770	Executive Di	\$63,417	\$78,043	2023
Jet - Jewish Education Team Inc	IL	\$395,163	President	\$144,000	\$163,947	2024
Friends Of Hillel At Stony Brook Inc	NY	\$473,282	Executive Director	\$60,557	\$65,243	2023
Yeshivas Reb Chaim Ozer Inc	NJ	\$473,499	Officer	\$73,380	\$75,873	2024
Monmouth Torah Links Inc	NJ	\$475,697	President	\$98,070	\$104,397	2023
Collective Kindness Inc	NY	\$476,598	Ceo	\$36,000	\$37,673	2024
Shalom Ministries Inc	NY	\$389,951	President	\$157,197	\$169,360	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 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.

Sample, role match & sensitivity

PEER COUNT	76 organizations. Compensation range \$57–\$209,294; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$433,384); for reference, expenses \$401,631 and assets \$110,116.
ROLE MATCH	Gavin M Teller, reported title " <i>PRESIDENT/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	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	76 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	75 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 (Gavin M Teller) 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 76 similarly situated organizations (Same NTEE sector (X30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$126,000 is reasonable (approximately the 76th 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.