

# Telluride Aids Benefit Inc

Executive Director / CEO

EIN 841553698  
 CO · NTEE G81  
 FY ending 2025-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Jessica Galbo, Executive Director / CEO** (\$79,050) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71<sup>st</sup>** percentile of comparable organizations

within the typical range

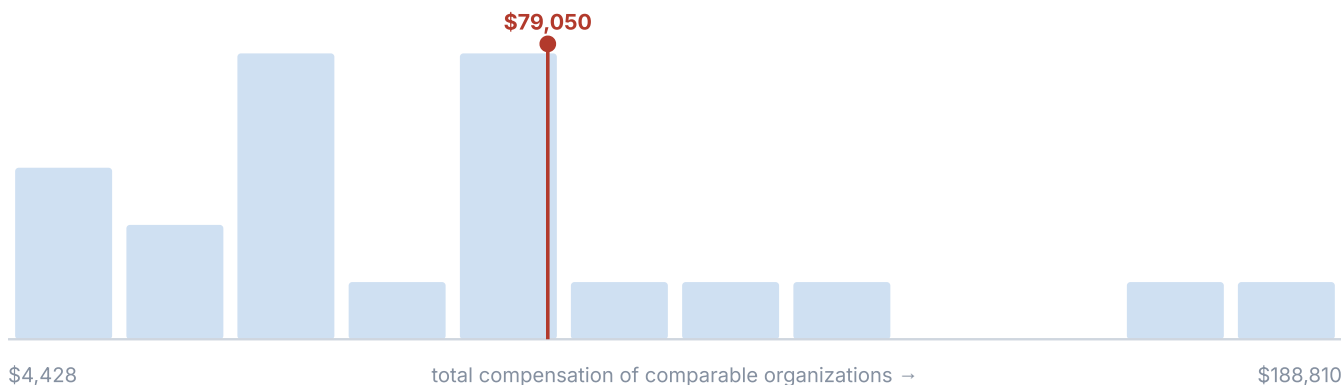
**Benchmarked executive:** Jessica Galbo — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G81).
BUDGET	Total revenue between \$316,819 and \$709,297 — 0.67x to 1.50x the subject's \$472,865 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G81), nationwide + budget 0.67–1.5x revenue.

**21** organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,803	\$37,496	\$61,144	\$81,065	\$116,078	\$79,050
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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 CO 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="#">Damien Center Real Estate Holding Inc</a>	IN	\$519,836	President/ceo	\$43,821	<b>\$49,468</b>	2024
<a href="#">Beautiful Gate Outreach Center Inc</a>	DE	\$423,891	Program Director	\$66,083	<b>\$71,312</b>	2023
<a href="#">Corporacion El Punto En La Montana</a>	PR	\$422,445	Velez	\$46,080	<b>\$47,299</b>	2024
<a href="#">Imani And Unidad</a>	IN	\$531,128	Executive Director	\$69,750	<b>\$81,065</b>	2023
<a href="#">Being Alive San Diego</a>	CA	\$410,750	Executive Director	\$105,833	<b>\$95,306</b>	2025
<a href="#">Allies Linked For The Prevention Of Hiv</a>	ID	\$407,074	Executive Dir.	\$32,927	<b>\$37,496</b>	2024
<a href="#">Camp Dreamcatcher</a>	PA	\$407,018	Executive Di	\$102,180	<b>\$109,079</b>	2024
<a href="#">P A C T A Inc</a>	PR	\$548,473	Director	\$8,576	<b>\$8,803</b>	2024
<a href="#">First Founders Assurance Company</a>	NJ	\$562,255	Director	\$4,500	<b>\$4,428</b>	2023
<a href="#">The Lazarus House A Center For Wellness</a>	TX	\$368,650	Executive Director	\$45,784	<b>\$49,026</b>	2024
<a href="#">Childrens Aid Foundation</a>	AL	\$367,325	Ceo	\$20,800	<b>\$24,054</b>	2024
<a href="#">Housing4humanity</a>	CA	\$591,297	President/ceo	\$6,000	<b>\$5,546</b>	2024
<a href="#">Aids Assistance Program</a>	CA	\$598,097	Executive Dir.	\$198,400	<b>\$188,810</b>	2023
<a href="#">Fxb Usa Inc</a>	NY	\$346,549	Program Strategy & Innovation	\$120,000	<b>\$116,078</b>	2024
<a href="#">Cherish A Child Usa</a>	TX	\$601,864	President	\$150,000	<b>\$160,622</b>	2024
<a href="#">Hiv-hcv Resource Center Inc</a>	NH	\$604,702	Ex. Director	\$72,498	<b>\$71,660</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Aids Project Of Southern Vermont</a>	VT	\$605,796	Executive Director	\$55,120	<b>\$61,144</b>	2023
<a href="#">Positive Connections Inc</a>	KS	\$616,804	Executive Di	\$63,331	<b>\$73,241</b>	2024
<a href="#">Sonoma County Academic Foundation For Excellence In Medicine</a>	CA	\$648,997	Executive Director	\$25,965	<b>\$24,710</b>	2023
<a href="#">Serenity Inc</a>	VA	\$677,363	Exec Dir	\$71,194	<b>\$75,759</b>	2023
<a href="#">Other Options Inc</a>	OK	\$708,596	President	\$40,625	<b>\$49,301</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO cost of living and 2025 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 CO 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	21 organizations. Compensation range \$4,428–\$188,810; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$472,865); for reference, expenses \$310,845 and assets \$1,149,408.
ROLE MATCH	Jessica Galbo, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	71 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	76 <sup>th</sup>
Reportable pay only (column D), adjusted	71 <sup>st</sup>
All sources (D + E + F), adjusted	57 <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 (Jessica Galbo) 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 21 similarly situated organizations (Same NTEE sector (G81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,050 is reasonable (approximately the 71<sup>st</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.