

# Shefa Jewish Psychedelic Support

Executive Director / CEO

EIN 873002998

CA · NTEE X30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Zachary Kamenetz, Executive Director / CEO** (\$139,389) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

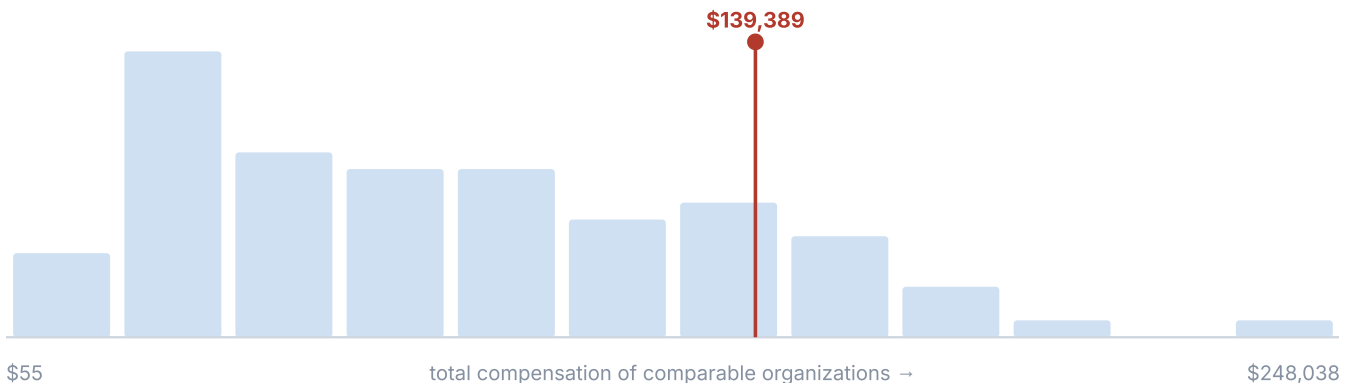
**Benchmarked executive:** Zachary Kamenetz — reported title "FOUNDER & CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

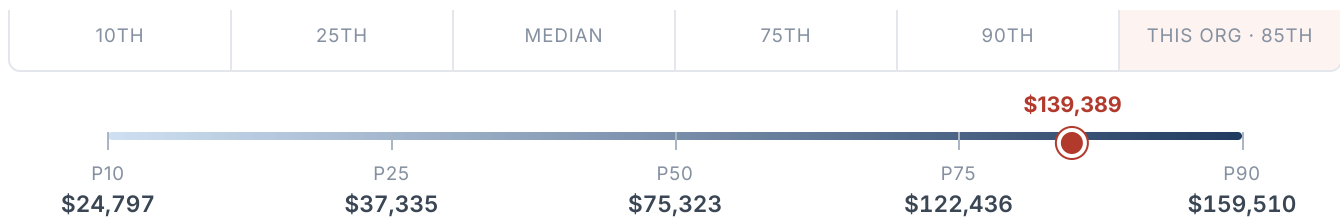
SECTOR	Organizations sharing the subject's NTEE classification (X30).
BUDGET	Total revenue between \$301,913 and \$675,925 — 0.67x to 1.50x the subject's \$450,617 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X30), nationwide + budget 0.67–1.5x revenue.

**79** organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$24,797	\$37,335	\$75,323	\$122,436	\$159,510	<b>\$139,389</b>
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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
<a href="#">Congregation Tof Luh Vin Shaya Inc</a>	NJ	\$450,473	Trustee	\$2,000	<b>\$2,068</b>	2023
<a href="#">Adventure Rabbi Synagogue Wo Walls</a>	CO	\$450,830	Secretary	\$127,895	<b>\$137,947</b>	2024
<a href="#">American Friends Of Chabad By The Galler</a>	TX	\$451,973	Director	\$16,442	<b>\$18,500</b>	2024
<a href="#">Devar Emet Messianic Jewish</a>	IL	\$452,270	President	\$65,833	<b>\$72,802</b>	2024
<a href="#">Roots Of Reform Judaism Inc</a>	OH	\$438,314	Rabbinic Director	\$110,550	<b>\$131,708</b>	2024
<a href="#">Youth Network Of Florida Inc</a>	FL	\$436,091	Director	\$54,805	<b>\$57,913</b>	2024
<a href="#">Friends Of Jhubla</a>	CA	\$433,384	President/director	\$126,000	<b>\$122,385</b>	2024
<a href="#">The Den Collective Inc</a>	MD	\$470,068	Rabbi, Executive Director	\$157,238	<b>\$161,094</b>	2025
<a href="#">Sketchpad Inc</a>	IL	\$470,143	Executive Director	\$87,237	<b>\$99,321</b>	2023
<a href="#">Under The Fig Tree Ministries Inc</a>	MI	\$470,770	Executive Di	\$63,417	<b>\$75,804</b>	2023
<a href="#">Friends Of Hillel At Stony Brook Inc</a>	NY	\$473,282	Executive Director	\$60,557	<b>\$63,371</b>	2023
<a href="#">Yeshivas Reb Chaim Ozer Inc</a>	NJ	\$473,499	Officer	\$73,380	<b>\$73,697</b>	2024
<a href="#">Monmouth Torah Links Inc</a>	NJ	\$475,697	President	\$98,070	<b>\$101,402</b>	2023
<a href="#">Collective Kindness Inc</a>	NY	\$476,598	Ceo	\$36,000	<b>\$36,592</b>	2024
<a href="#">Mobile Mitzvah Center Inc</a>	NY	\$479,466	Ceo	\$32,800	<b>\$34,324</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Jewish-christian Discovery Center Inc</a>	GA	\$419,543	President	\$20,800	<b>\$23,525</b>	2024
<a href="#">Final Frontier Ministries Inc</a>	TN	\$416,343	Pres & Exec Dir	\$24,000	<b>\$27,646</b>	2025
<a href="#">Yagdil Torah Inc</a>	NY	\$414,836	Director	\$74,256	<b>\$75,478</b>	2024
<a href="#">Foundation 70 Inc</a>	NY	\$486,941	President	\$200,000	<b>\$203,289</b>	2024
<a href="#">Kulanu Yachad International Inc</a>	MO	\$413,209	Treasurer	\$45,000	<b>\$53,613</b>	2024
<a href="#">Jewish Interactive Inc</a>	NY	\$409,719	Chief Technical Officer	\$110,241	<b>\$115,364</b>	2023
<a href="#">The Well In Memory Of The Sassoon</a>	NY	\$409,697	Director	\$32,191	<b>\$32,720</b>	2024
<a href="#">Hilchasa Krav Institute</a>	PA	\$491,749	President	\$123,270	<b>\$138,276</b>	2024
<a href="#">Chochmat Halev</a>	CA	\$408,313	Director	\$55	<b>\$55</b>	2023
<a href="#">Yeshiva Tiferes Naftoli</a>	NJ	\$407,955	President	\$46,595	<b>\$48,178</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	79 organizations. Compensation range \$55–\$248,038; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$450,617); for reference, expenses \$483,247 and assets \$83,841.
ROLE MATCH	Zachary Kamenetz, reported title " <i>FOUNDER &amp; CEO</i> ", 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	81 <sup>st</sup>
All sources (D + E + F), adjusted	84 <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 (Zachary Kamenetz) 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 79 similarly situated organizations (Same NTEE sector (X30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$139,389 is reasonable (approximately the 85<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.