

# Va'ad Harabanim Of Greater Seattle

Executive Director / CEO

EIN 910606328  
 WA · NTEE Z99Z  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Rabbi Moshe Kletenik, Executive Director / CEO** (\$66,486) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Rabbi Moshe Kletenik — reported title "SECRETARY", 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 (Z99Z).
BUDGET	Total revenue between \$247,576 and \$554,275 — 0.67x to 1.50x the subject's \$369,517 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99) + WA + budget 0.67–1.5x revenue.

**27** organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,591	\$53,418	\$71,600	\$91,699	\$130,047	<b>\$66,486</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 WA 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="#">Friends Of Manito</a>	WA	\$361,004	Executive Dir.	\$57,692	<b>\$57,692</b>	2024
<a href="#">Kadima</a>	WA	\$388,117	Rabbi	\$136,763	<b>\$140,803</b>	2023
<a href="#">Washington Association Of Criminal Defense Lawyers</a>	WA	\$342,213	Executive Director	\$104,980	<b>\$108,081</b>	2023
<a href="#">The Hi-liners</a>	WA	\$402,726	Artistic Direct	\$63,008	<b>\$64,869</b>	2023
<a href="#">Living Voices</a>	WA	\$334,859	Artistic Director	\$60,000	<b>\$60,000</b>	2024
<a href="#">Fraternal Order Of Eagles</a>	WA	\$331,795	Secretary	\$6,578	<b>\$6,408</b>	2025
<a href="#">Hough Foundation</a>	WA	\$330,408	Executive Director	\$84,941	<b>\$87,450</b>	2023
<a href="#">Earth Ministry</a>	WA	\$411,610	Executive Director	\$88,665	<b>\$91,284</b>	2023
<a href="#">Ocean Beach School District Foundation</a>	WA	\$320,849	Administrator	\$10,200	<b>\$10,501</b>	2023
<a href="#">Sound Learning</a>	WA	\$423,767	Exec. Director	\$60,000	<b>\$58,453</b>	2025
<a href="#">St Luke Association</a>	WA	\$425,148	President	\$535,028	<b>\$535,028</b>	2024
<a href="#">The Master's Mission</a>	WA	\$312,909	President	\$96,808	<b>\$96,808</b>	2024
<a href="#">Salem Arms Community Housing</a>	WA	\$310,832	Executive Director	\$71,600	<b>\$71,600</b>	2024
<a href="#">Shoreline Public Schools Foundation</a>	WA	\$301,206	Executive Director	\$40,240	<b>\$40,240</b>	2024
<a href="#">Lundberg Association</a>	WA	\$454,786	President	\$535,028	<b>\$535,028</b>	2024
<a href="#">Slavic International Association</a>	WA	\$283,976	President	\$57,600	<b>\$57,600</b>	2024
<a href="#">Highline Heritage Museum</a>	WA	\$456,861	Executive Director	\$77,956	<b>\$77,956</b>	2024
<a href="#">Team Yakima Volleyball</a>	WA	\$461,073	Executive Director	\$76,928	<b>\$76,928</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sentinel Group</a>	WA	\$270,835	Chairman And President	\$21,419	<b>\$22,052</b>	2023
<a href="#">Snoqualmie Valley Preservation Alliance</a>	WA	\$264,774	Executive Dir.	\$88,125	<b>\$88,125</b>	2024
<a href="#">Orcas Open Arts</a>	WA	\$257,731	President	\$18,400	<b>\$18,400</b>	2024
<a href="#">Fishinko Payee Services</a>	WA	\$249,253	Co-executive Director	\$86,736	<b>\$86,736</b>	2024
<a href="#">Rural Community Development Resources</a>	WA	\$500,419	Executive Director	\$114,650	<b>\$122,876</b>	2022
<a href="#">Rebuilding Together Seattle</a>	WA	\$538,342	Executive Director	\$92,113	<b>\$92,113</b>	2024
<a href="#">Hands For Peacemaking Foundation</a>	WA	\$539,392	Executive Director	\$29,942	<b>\$29,942</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	27 organizations. Compensation range \$6,408–\$535,028; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$369,517); for reference, expenses \$376,049 and assets \$488.
ROLE MATCH	Rabbi Moshe Kletenik, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	2 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	48 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	48 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	48 <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 (Rabbi Moshe Kletenik) 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 27 similarly situated organizations (Same NTEE sector (Z99) + WA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,486 is reasonable (approximately the 48<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.