

The Thalheimer Family - Jdc Support

Executive Director / CEO

EIN 030391368

NY · NTEE T22

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Pablo Weinstein, Executive Director / CEO** (\$73,899) against **every comparable organization** that fit the selection criteria — **207** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

Benchmarked executive: Pablo Weinstein — reported title "Director/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 (T22).

BUDGET Total revenue between \$53,478 and \$119,727 — 0.67x to 1.50x the subject's \$79,818 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

207 organizations qualified on sector, size, and geography → **207** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$3,998

\$10,771

\$26,241

\$41,452

\$80,626

\$73,899



■ 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 NY 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
Sistahs Reachin Out	MI	\$79,831	Director	\$109,035	\$120,972	2024
Calvin Community Foundation	IA	\$79,743	Ceo	\$10,541	\$12,407	2024
Wisconsin Builders Foundation Inc	WI	\$79,695	Executive Director	\$33,352	\$37,440	2024
The Anne K Raikos Charitable	MO	\$79,645	Trustee	\$250	\$293	2023
Friends Of Cmh Sumner Community	IA	\$80,040	Cha/cfo	\$33,982	\$39,995	2024
Robert P Giddings Trust	MA	\$80,222	Trustee	\$7,736	\$7,472	2024
Sail Beyond Cancer Annapolis Inc	MD	\$80,898	Executive Di	\$20,000	\$20,098	2024
American Football Coaches Foundation	TX	\$81,069	Executive Director	\$15,439	\$16,173	2025
The Louisa Swain Foundation	WY	\$78,506	Executive Di	\$36,000	\$41,437	2024
Faholo Foundation Inc	MD	\$78,240	Director	\$29,328	\$29,473	2024
Jewish Family & Children's Services Of	NJ	\$81,731	Ceo	\$68,048	\$65,307	2024
Canton-inwood Area Health Foundation	SD	\$81,750	Executive Director	\$25,077	\$29,749	2024
Nina Jean Obel Charitable Trust	TX	\$77,727	Trustee	\$17,196	\$19,036	2023
Elbert Memorial Hospital Foundation	GA	\$82,363	Executive Di	\$3,591	\$3,996	2023
Irwin And Bethea Green Support	MI	\$77,182	Treasurer	\$26,189	\$29,057	2024
The Foundation Of The Broome-tioga	NY	\$82,492	Chief Executive Officer	\$35,005	\$34,001	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jobs For Humanity Inc	FL	\$76,980	President & Ceo	\$31,651	\$31,961	2024
The Pat And Kate Brady Family Foundation	LA	\$76,929	Director	\$58,114	\$68,785	2024
Lev Chai	NJ	\$82,749	Trustee	\$7,000	\$6,718	2024
History Heritage And Hope	FL	\$76,758	Executive Director	\$6,248	\$6,309	2024
Robert And Louise Bossardt Trust	VT	\$82,902	Trustee	\$12,686	\$14,131	2023
Moka Foundation	MI	\$76,608	Executive Director	\$27,329	\$30,321	2024
Eleanor And Henry Jansen Foundation	WA	\$83,352	Executive Director	\$4,988	\$4,800	2024
United Way Of South Central Ky Inc	KY	\$76,185	Exec Director	\$37,463	\$43,264	2024
The Tyner Family Foundation	OH	\$83,525	Treasurer	\$60,259	\$70,630	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 207 organizations. Compensation range \$293–\$703,686; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$79,818); for reference, expenses \$210,000 and assets \$3,114,762. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Pablo Weinstein, reported title "*Director/Secretary*", 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 115 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 18 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	89 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	91 st

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 (Pablo Weinsteiner) 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 207 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,899 is reasonable (approximately the 89th 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.