

# Nathalie & Theodore Jones Charitable

Executive Director / CEO

EIN 046864770

MA · NTEE T11

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Charles F O'connell, Executive Director / CEO** (\$25,204) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Charles F O'connell — reported title "Trustee", 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 (T11).

**BUDGET** Total revenue between \$96,513 and \$216,075 — 0.67x to 1.50x the subject's \$144,050 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

**51** organizations qualified on sector, size, and geography

→ **51** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,195

\$22,681

\$36,299

\$72,766

\$128,560

\$25,204



## ■ 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 MA 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="#">Mghpcc Holyoke Inc</a>	MA	\$145,505	President	\$37,439	<b>\$38,545</b>	2023
<a href="#">Nathalie &amp; Theodore Jones Charitable</a>	MA	\$142,534	Trustee	\$25,228	<b>\$25,228</b>	2024
<a href="#">Young Men's Christian Association Of South Florida Support Org Inc</a>	FL	\$142,023	President/ceo	\$31,979	<b>\$33,431</b>	2024
<a href="#">Zuckerman Klein Family Support</a>	MI	\$140,626	Treasurer	\$26,189	<b>\$30,081</b>	2024
<a href="#">Samaritan House Foundation</a>	VA	\$148,338	Executive Director	\$4,083	<b>\$4,387</b>	2024
<a href="#">Isabelle Ridgway Foundation</a>	OH	\$138,578	Asst Secretary	\$105,945	<b>\$128,560</b>	2023
<a href="#">Nexus Jamaica Ny Qalich Inc</a>	NY	\$136,500	President	\$51,290	<b>\$53,099</b>	2023
<a href="#">Self Enhancement Foundation</a>	OR	\$151,625	President & Ceo	\$25,958	<b>\$27,618</b>	2023
<a href="#">Ulec Leverage Inc</a>	NY	\$155,349	Board Member	\$71,789	<b>\$74,321</b>	2023
<a href="#">Veterans Housing Development Corporation</a>	CA	\$132,490	President And Ceo (Thru 8/24)	\$23,122	<b>\$22,218</b>	2024
<a href="#">Ann B Hearin Foundation</a>	AL	\$132,198	Secretary/treasurer	\$8,700	<b>\$10,459</b>	2024
<a href="#">Nathalie &amp; Theodore Jones Charitable</a>	MA	\$157,704	Trustee	\$23,177	<b>\$24,840</b>	2022
<a href="#">Womentum Inc</a>	WY	\$160,183	Executive Director	\$71,500	<b>\$87,718</b>	2023
<a href="#">Global Foundation</a>	PA	\$161,330	Ceo	\$139,734	<b>\$159,649</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Downcity Partnership Inc</a>	RI	\$125,853	Rif President & Ceo	\$44,136	<b>\$47,096</b>	2024
<a href="#">Arlene &amp; Steven I Victor Support</a>	MI	\$125,728	Treasurer/assistant Secret	\$26,189	<b>\$30,081</b>	2024
<a href="#">Bcec Inc</a>	MI	\$125,337	President/ceo	\$11,410	<b>\$13,106</b>	2024
<a href="#">Area Agency On Aging Of Nwa Foundation</a>	AR	\$121,264	Executive Director	\$13,104	<b>\$16,875</b>	2023
<a href="#">The Hundred Club Of Dayton</a>	OH	\$167,398	Trustee	\$19,635	<b>\$23,143</b>	2024
<a href="#">The Robert And Yadelle Sklare Foundation</a>	IL	\$118,670	Assistant Treasurer	\$58,661	<b>\$66,073</b>	2023
<a href="#">Friends Of The Children's Justice Center</a>	HI	\$169,571	Program Manager (Thru 6/24)	\$36,433	<b>\$36,299</b>	2024
<a href="#">Headington Institute Foundation</a>	CA	\$115,682	Secretary	\$209,046	<b>\$195,700</b>	2025
<a href="#">Ca Patriots Foundation</a>	HI	\$115,396	President	\$8,605	<b>\$8,573</b>	2024
<a href="#">Butler Hospital Foundation</a>	RI	\$174,059	Director - President/ceo/cne	\$32,601	<b>\$34,787</b>	2024
<a href="#">The Fertel Foundation</a>	LA	\$175,661	Director	\$58,114	<b>\$71,211</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 51 organizations. Compensation range \$4,387–\$833,302; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$144,050); for reference, expenses \$176,138 and assets \$1,830,514.
ROLE MATCH	Charles F O'connell, reported title " <i>Trustee</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	45 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	31 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	90 <sup>th</sup>
All sources (D + E + F), adjusted	2 <sup>nd</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 (Charles F O'connell) 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 51 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,204 is reasonable (approximately the 31<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.