

Anna's Celebration Of Life

Executive Director / CEO

EIN 201737472

IN · NTEE T22

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brad Haberman, Executive Director / CEO** (\$51,688) 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 **52nd** percentile of comparable organizations within the typical range

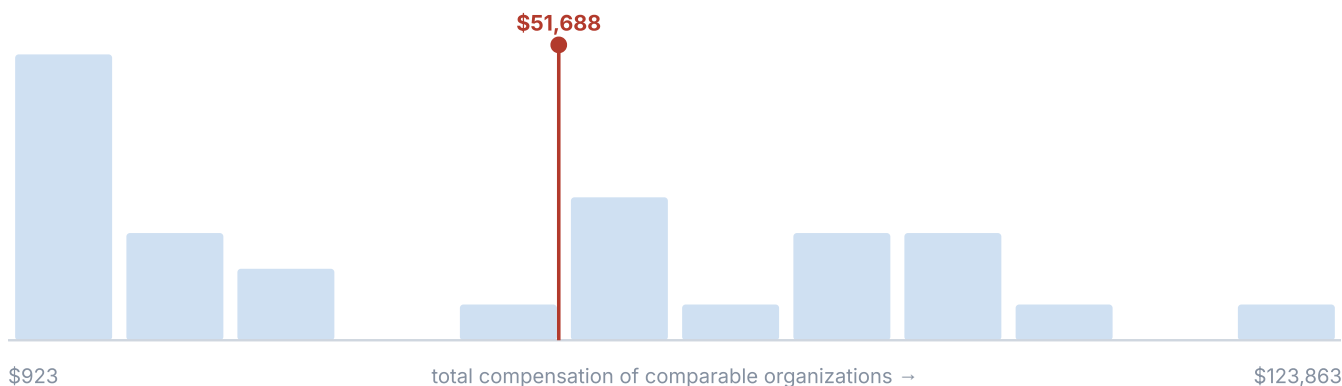
Benchmarked executive: Brad Haberman — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

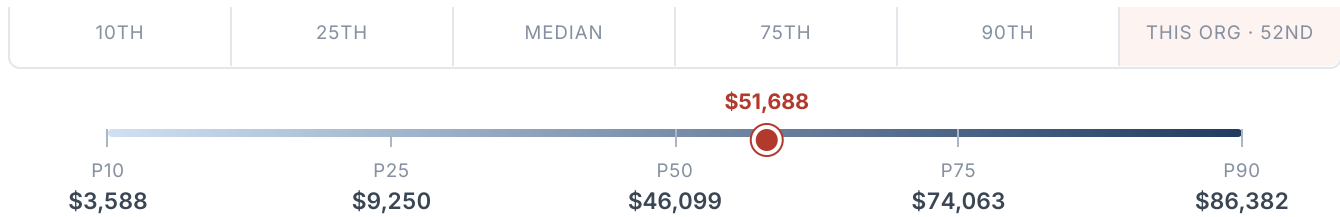
- SECTOR** Organizations sharing the subject's NTEE classification (T22).
- BUDGET** Total revenue between \$184,560 and \$413,196 — 0.67x to 1.50x the subject's \$275,464 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (T22), nationwide + budget 0.67–1.5x revenue.

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

Distribution of comparable compensation



\$3,588	\$9,250	\$46,099	\$74,063	\$86,382	\$51,688
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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 IN 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
Sauganash Foundation	NY	\$280,083	Trustee	\$29,400	\$25,936	2023
Southeastern Pa Intergroup	PA	\$286,727	Office Manager	\$62,720	\$59,311	2024
The Gerald S And Miriam M Friedkin	CA	\$262,367	Director	\$21,207	\$17,877	2023
St Stephens Episcopal School	FL	\$261,420	Ex-officio	\$9,349	\$8,574	2023
Cassie Hines Shoes Cancer Foundation Inc	MI	\$294,164	Vice President - Executive Director	\$13,350	\$13,452	2023
Walter & Avis Jacobs Foundation Inc	KY	\$256,115	President	\$10,000	\$9,925	2025
Bonny Lea Charitable Foundation		\$294,876	Executive Director	\$98,872	\$98,872	2024
Blue Heron Foundation	CA	\$253,752	Director Of Communications	\$2,637	\$2,159	2024
Delaware Preservation Fund Inc	DE	\$304,850	Program Director	\$4,890	\$4,540	2024
Grantmakers Of Oregon And Sw Washington	OR	\$310,685	President/ceo	\$136,621	\$123,863	2023
Msda Charitable And Educational	MD	\$322,375	Executive Director	\$5,360	\$4,752	2024
Terrebonne Foundation For Academic	LA	\$326,465	Executive Director	\$56,000	\$58,473	2024
Blackacre Conservancy Inc	KY	\$326,500	Executive Director	\$70,000	\$73,422	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Norman A & Susan L Pappas Family	MI	\$330,349	Secretary	\$26,189	\$25,633	2024
Daniel Foundation Inc	FL	\$219,163	President/ceo	\$1,500	\$1,375	2023
Leadership Perimeter Inc	GA	\$339,391	Executive Di	\$90,600	\$86,384	2024
Hand Up For Women	TN	\$351,607	Executive Director	\$68,870	\$70,674	2023
lgrb Foundation	IL	\$197,858	Vice President & Secretary	\$80,133	\$74,704	2024
Zarlengo Foundation	CO	\$362,095	Executive Dir.	\$95,000	\$86,381	2024
Worcester Public Library Foundation	MA	\$370,266	Executive Director/clerk	\$100,957	\$86,028	2024
Parson Of The Hills Foundation Inc	NC	\$373,789	Ceo Director	\$52,008	\$52,463	2023
Abny Foundation Inc	NY	\$382,348	Ceo & Secretary	\$8,750	\$7,719	2023
Ironworkers Local 782 Joint	KY	\$382,411	Trustee	\$906	\$923	2024
Ridgecrest Foundation Inc	IA	\$383,077	Ceo	\$45,574	\$46,099	2025
Jimmie Johnson Foundation	NC	\$383,978	Executive Director	\$81,953	\$80,298	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 27 organizations. Compensation range \$923–\$123,863; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$275,464); for reference, expenses \$279,224 and assets \$307,515.
ROLE MATCH	Brad Haberman, reported title " <i>DIRECTOR</i> ", 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	10 peers 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	52 nd
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	22 nd

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 (Brad Haberman) 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 (T22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,688 is reasonable (approximately the 52nd 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.