

# Salt Ventures Nfp

Executive Director / CEO

EIN 208991904

IL · NTEE T50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robert Faber, Executive Director / CEO** (\$17,500) against **every comparable organization** that fit the selection criteria — **86** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 9<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Robert Faber — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (T50).

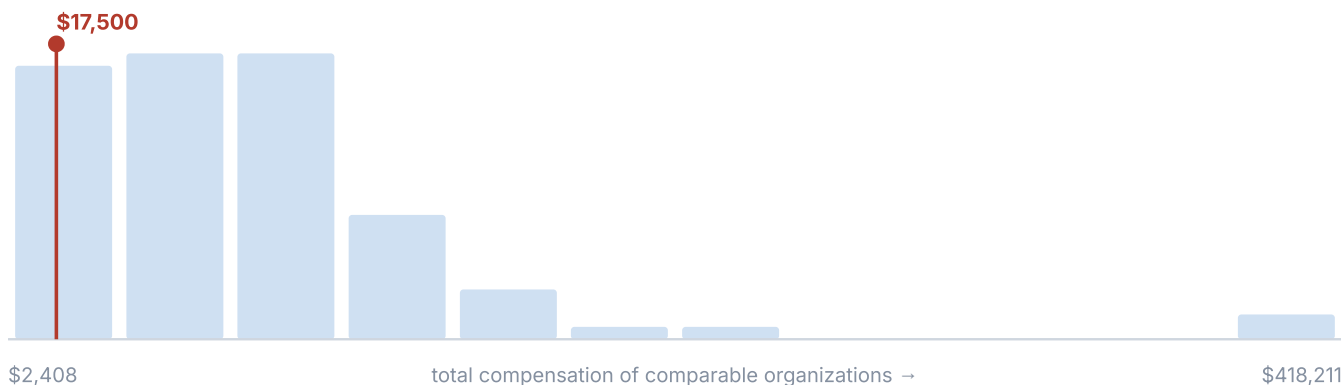
**BUDGET** Total revenue between \$322,730 and \$722,532 — 0.67x to 1.50x the subject's \$481,688 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

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

→ **86** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,250

\$35,012

\$67,006

\$101,342

\$133,764

\$17,500



## ■ 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 IL 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="#">High Impact Athletes Inc</a>	DE	\$480,243	Founder & Executive Direct	\$63,298	<b>\$63,043</b>	2024
<a href="#">Fostering Community</a>	LA	\$483,465	Director	\$64,000	<b>\$73,800</b>	2023
<a href="#">Cleveland Social Venture Partners</a>	OH	\$485,267	Executive Director	\$135,518	<b>\$145,999</b>	2024
<a href="#">Armenia Fund Inc</a>	CA	\$477,839	Executive Director	\$125,670	<b>\$113,640</b>	2023
<a href="#">Social Venture Partners Charlotte Inc</a>	NC	\$475,506	Executive Dir.	\$93,000	<b>\$97,744</b>	2024
<a href="#">Slingshot Fund Inc</a>	NY	\$470,772	Executive Director	\$253,897	<b>\$233,368</b>	2024
<a href="#">Fond Du Lac Festivals Inc</a>	WI	\$467,560	Executive Di	\$79,325	<b>\$84,267</b>	2024
<a href="#">Hadassah's Hope Inc</a>	FL	\$466,864	Ceo	\$65,000	<b>\$62,111</b>	2024
<a href="#">Treasury Institute For</a>	KY	\$497,576	Co-exec Dire	\$30,000	<b>\$33,753</b>	2023
<a href="#">Childrens Advocacy Center Of</a>	AR	\$465,673	Executive Dir.	\$55,681	<b>\$63,663</b>	2024
<a href="#">Raisedby Us Inc</a>	NY	\$463,543	Executive Director	\$179,580	<b>\$169,935</b>	2023
<a href="#">Fundacion Para El Futuro De La Salud Inc</a>	PR	\$500,000	Executive	\$28,462	<b>\$28,462</b>	2024
<a href="#">True Freedom Enterprises</a>	OH	\$457,594	President	\$65,526	<b>\$70,594</b>	2024
<a href="#">The Salvage Yard Inc</a>	TX	\$455,686	President	\$72,000	<b>\$75,423</b>	2023
<a href="#">Soundcheck Prevention Network</a>	NC	\$455,375	Executive Di	\$96,200	<b>\$101,107</b>	2024
<a href="#">Altar Fly Fishing</a>	IL	\$445,834	President	\$107,500	<b>\$110,675</b>	2023
<a href="#">Charity For Change Inc</a>	FL	\$519,984	President	\$90,000	<b>\$88,540</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Partners For Better Futures</a>	CA	\$523,134	Country Director - Burma	\$22,435	<b>\$19,198</b>	2025
<a href="#">Waunakee Ecumenical Board Inc</a>	WI	\$525,842	Food Pantry Director	\$23,350	<b>\$24,805</b>	2024
<a href="#">Coca Qalib Inc</a>	MO	\$526,595	Interim President (Thru 2/23)	\$2,171	<b>\$2,408</b>	2023
<a href="#">Planting Seeds International</a>	IL	\$432,813	Executive Director	\$30,165	<b>\$30,165</b>	2024
<a href="#">Eugene And Jeanne Savage Scholarship Fund</a>	MD	\$431,246	Trustee	\$14,412	<b>\$13,705</b>	2024
<a href="#">Ohio Coalition On Black Civic Participation</a>	OH	\$429,183	President And Treasurer - Board Member	\$31,000	<b>\$33,398</b>	2024
<a href="#">Jewish Charity Review Inc</a>	NJ	\$424,877	Treasurer	\$22,320	<b>\$20,869</b>	2023
<a href="#">Manhattan Community Health Foundation</a>	KS	\$424,828	Executive Director	\$14,568	<b>\$16,009</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	86 organizations. Compensation range \$2,408–\$418,211; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$481,688); for reference, expenses \$493,786 and assets \$7,348.
ROLE MATCH	Robert Faber, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	7 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	9 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	9 <sup>th</sup>
Reportable pay only (column D), adjusted	12 <sup>th</sup>
All sources (D + E + F), adjusted	5 <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 (Robert Faber) 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 86 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,500 is reasonable (approximately the 9<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.