

Ftf Foundation

Executive Director / CEO

EIN 320173944
 AK · NTEE C60
 FY ending 2023-12-31
June 13, 2026

This analysis benchmarks the total compensation of **Don Habeger, Executive Director / CEO** (\$10,914) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

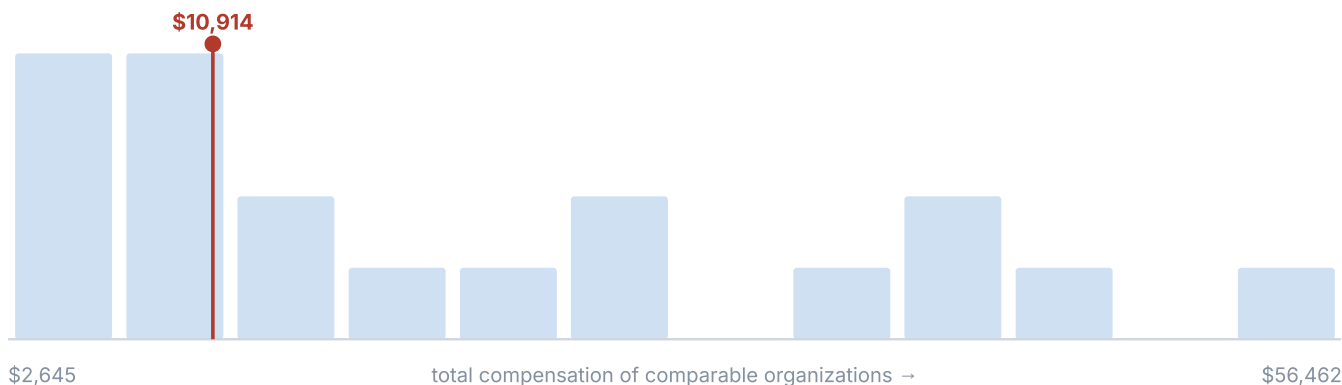
Benchmarked executive: Don Habeger — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C60).
BUDGET	Total revenue between \$19,868 and \$44,481 — 0.67x to 1.50x the subject's \$29,654 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,549	\$7,666	\$15,646	\$33,696	\$42,746	\$10,914
---------	---------	----------	----------	----------	-----------------



■ 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 AK 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
San Joaquin Wildlife Sanctuary	CA	\$28,826	Executive Director, Water	\$50,970	\$46,036	2023
Save Cape Lookout Foundation Inc	NC	\$32,842	Director	\$12,000	\$12,969	2023
Stonington Land Trust Inc	CT	\$26,187	Exec Directo	\$24,000	\$23,537	2023
Sustainable World Inc	NY	\$25,372	President And Convenor	\$43,000	\$39,476	2024
Indian Creek Nature Center Charitable	IA	\$34,071	Executive Director	\$5,723	\$6,367	2024
One For Nature Inc	PA	\$34,147	Director	\$15,000	\$15,646	2023
Energy Services Coalition Corp	VA	\$34,236	Exec Director	\$42,738	\$41,924	2024
Save Honolua Coalition	HI	\$34,393	Vice Preside	\$4,191	\$3,812	2024
Mead Spl Site Custodial Trust	WA	\$34,466	Trustee	\$27,826	\$26,058	2023
Western Alliance For Nature	CA	\$24,042	Executive Director	\$10,050	\$8,817	2024
The Nuclear Decommissioning	MA	\$35,802	President/director	\$61,845	\$56,462	2024
Benison Resource Co	GA	\$35,843	Chairman, Ceo	\$4,500	\$4,733	2023
Ccl Farm Conservation Inc	SC	\$36,128	Director	\$9,663	\$10,242	2024
Mlt Holdings Inc	HI	\$22,994	President	\$8,503	\$7,963	2023
Black Rock Forest Preserve Inc	NY	\$21,992	Secretary	\$31,901	\$29,287	2024
Msc Foundation	PA	\$20,230	President	\$36,531	\$38,105	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Joshua Tree National Park Council For The Arts	CA	\$20,152	Exec Director	\$8,400	\$7,369	2024
Aleli Environmental	PR	\$20,076	Presidente	\$2,645	\$2,645	2023
Keep Rowlett Beautiful Inc	TX	\$39,949	Exec. Director	\$17,325	\$17,607	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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	19 organizations. Compensation range \$2,645–\$56,462; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$29,654); for reference, expenses \$36,526 and assets \$32,158.
ROLE MATCH	Don Habeger, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	42 nd
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	26 th

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 (Don Habeger) 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 13, 2026, comparing compensation against 19 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,914 is reasonable (approximately the 42nd 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 13, 2026.