

This analysis benchmarks the total compensation of **Marine Havel, Executive Director / CEO** (\$76,700) against **every comparable organization** that fit the selection criteria — **435** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Marine Havel — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$187,587 and \$419,971 — 0.67x to 1.50x the subject's \$279,981 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

435 organizations qualified on sector, size, and geography → **435** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,193	\$29,831	\$52,580	\$74,179	\$102,771	\$76,700
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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 PA 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
Micar Christian University Corp	FL	\$279,543	Director	\$20,000	\$18,841	2023
Podium Rva	VA	\$279,368	Executive Director	\$62,320	\$58,608	2024
The Institute For Industrial & Applied Life Scienc	MO	\$280,631	—	\$91,371	\$94,261	2024
Eakin Care Program Inc	TN	\$279,179	Director	\$68,672	\$68,495	2025
Future Giants Corporation	NY	\$278,842	Interim Consulting Director	\$138,943	\$122,289	2024
Learning Club Of Toledo	OH	\$281,647	5800 Monroe St F5 Sylvania Oh 43560	\$98,574	\$99,070	2025
Tony Kemp Ministries Inc	IL	\$282,013	President	\$58,500	\$57,672	2023
National Veterans Transition	CA	\$282,384	President/executive Direct	\$37,500	\$31,539	2024
Minnesota Guild Of Public Charter Schools	MN	\$277,177	Executive Director	\$96,567	\$92,939	2024
Foundation For Santa Barbara High School	CA	\$276,838	Executive Director	\$50,592	\$42,551	2024
Impactful Projects Inc	NC	\$283,355	Executive Director	\$55,000	\$56,987	2023
Oregon School Activities Assoc Fdtn	OR	\$275,696	President	\$58,533	\$52,944	2024
Women In America Inc	PA	\$275,028	Executive Director	\$170,769	\$165,870	2024
Nakamoto Project	WY	\$275,000	President	\$44,090	\$47,343	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Main Street Steamboat Springs Inc	CO	\$274,514	Executive Director	\$72,468	\$67,682	2024
True North Academy Inc	FL	\$274,290	Academy Director	\$17,261	\$15,387	2025
Neural Education	WA	\$286,250	Co-founder	\$53,528	\$48,057	2023
Seemore Impact Labs	CO	\$287,011	Chief Education Officer	\$90,208	\$84,250	2024
Center For Restorative Approaches	LA	\$272,231	Founder And Ceo	\$130,000	\$139,426	2024
Free Alas	LA	\$272,045	Executive Director	\$86,850	\$93,147	2024
Northbridge College Success Program	AZ	\$271,734	Executive Dir.	\$71,342	\$66,828	2024
Hartford Parent University	CT	\$271,620	Executive Di	\$81,600	\$72,599	2025
Pre-scientist Inc	MA	\$288,539	Ceo & President	\$76,875	\$69,273	2023
Inspireducation Inc	OH	\$271,292	Executive Director	\$48,375	\$51,379	2023
Homegrown Pathways Inc	CO	\$288,768	Founder And President	\$85,521	\$79,872	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 435 organizations. Compensation range \$10–\$437,809; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$279,981); for reference, expenses \$321,261 and assets \$94,572.

ROLE MATCH	Marine Havel, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	77 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	72 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 (Marine Havel) 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 435 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,700 is reasonable (approximately the 77th 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.