

Nina Jean Obel Charitable Trust

Executive Director / CEO

EIN 756478331
 TX · NTEE T90Z
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Hal Habecker, Executive Director / CEO** (\$17,196) against **every comparable organization** that fit the selection criteria — **205** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

Benchmarked executive: Hal Habecker — 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 (T90Z).
BUDGET	Total revenue between \$52,077 and \$116,590 — 0.67x to 1.50x the subject's \$77,727 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

205 organizations qualified on sector, size, and geography → **205** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,611	\$9,614	\$23,311	\$37,432	\$70,414	\$17,196
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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 TX 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
Faholo Foundation Inc	MD	\$78,240	Director	\$29,328	\$26,624	2024
Irwin And Bethea Green Support	MI	\$77,182	Treasurer	\$26,189	\$26,248	2024
Jobs For Humanity Inc	FL	\$76,980	President & Ceo	\$31,651	\$28,872	2024
The Louisa Swain Foundation	WY	\$78,506	Executive Di	\$36,000	\$37,432	2024
The Pat And Kate Brady Family Foundation	LA	\$76,929	Director	\$58,114	\$62,136	2024
History Heritage And Hope	FL	\$76,758	Executive Director	\$6,248	\$5,700	2024
Moka Foundation	MI	\$76,608	Executive Director	\$27,329	\$27,390	2024
United Way Of South Central Ky Inc	KY	\$76,185	Exec Director	\$37,463	\$39,082	2024
Zoomie Foundation	CA	\$75,815	Treasurer	\$60,000	\$51,794	2023
The Anne K Raikos Charitable	MO	\$79,645	Trustee	\$250	\$265	2023
S8 Impact Foundation	GA	\$75,796	Trustee	\$34,041	\$33,235	2024
Child Advocacy & Parenting Services	KS	\$75,778	Executive Director	\$782	\$821	2024
Wisconsin Builders Foundation Inc	WI	\$79,695	Executive Director	\$33,352	\$33,822	2024
Calvin Community Foundation	IA	\$79,743	Ceo	\$10,541	\$11,208	2024
Forte For Children	CA	\$75,706	Executive Director	\$15,000	\$12,577	2024
The Thalheimer Family - Jdc Support	NY	\$79,818	Director/secretary	\$73,899	\$66,756	2023
Sistahs Reachin Out	MI	\$79,831	Director	\$109,035	\$109,280	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Charitable Foundation Of The Energy Bar	DC	\$75,515	Chief Executive Officer	\$20,492	\$17,461	2024
Friends Of Cmh Sumner Community	IA	\$80,040	Cha/cfo	\$33,982	\$36,129	2024
John & Rose Herman Support Foundation	MI	\$75,395	Treasurer	\$26,189	\$26,248	2024
Robert P Giddings Trust	MA	\$80,222	Trustee	\$7,736	\$6,750	2024
Cynchealth Foundation Inc	NE	\$74,951	Director & Ceo	\$14,250	\$14,882	2024
Hamilton Memorial Foundation	IL	\$74,935	Ceo	\$2,460	\$2,418	2023
West Bergen Mental Healthcare	NJ	\$74,650	Chief Executive Officer	\$9,993	\$8,663	2024
Sail Beyond Cancer Annapolis Inc	MD	\$80,898	Executive Di	\$20,000	\$18,156	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	205 organizations. Compensation range \$265–\$269,993; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$77,727); for reference, expenses \$198,994 and assets \$1,423,220. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Hal Habecker, reported title " <i>TRUSTEE</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 111 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 17 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	40 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	23 rd

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 (Hal Habecker) 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 205 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,196 is reasonable (approximately the 40th 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.