

# Haberman Educational Foundation Inc

Executive Director / CEO

EIN 760391983  
 TX · NTEE B20Z  
 FY ending 2024-12-31  
 June 13, 2026

This analysis benchmarks the total compensation of **Aleithea Capalbo, Executive Director / CEO** (\$14,200) against **every comparable organization** that fit the selection criteria — **172** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Aleithea Capalbo — 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 (B20Z).
BUDGET	Total revenue between \$29,486 and \$66,015 — 0.67x to 1.50x the subject's \$44,010 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**172** organizations qualified on sector, size, and geography → **172** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,680	\$8,143	\$17,579	\$42,936	\$102,745	\$14,200
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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
<a href="#">Jakc Foundation</a>	KS	\$43,884	Chief Executive Officer	\$14,942	<b>\$16,137</b>	2024
<a href="#">Crossroads Academy</a>	AZ	\$44,179	Director	\$18,000	<b>\$17,306</b>	2024
<a href="#">Boston Center For Adult Education Inc</a>	MA	\$43,672	President & Ceo	\$10,650	<b>\$9,567</b>	2024
<a href="#">Gamla College</a>	NY	\$43,573	Sec./trea.	\$12,000	<b>\$10,840</b>	2024
<a href="#">Bandera Public Library</a>	TX	\$43,538	Library Director	\$50,000	<b>\$50,000</b>	2024
<a href="#">Rootedin Hope</a>	MI	\$44,628	President	\$13,631	<b>\$14,065</b>	2024
<a href="#">California Association Of Winegrape</a>	CA	\$43,379	Executive Di	\$18,609	<b>\$16,064</b>	2024
<a href="#">Wisconsin State Telecommunications</a>	WI	\$43,175	Treasurer, S	\$20,190	<b>\$21,701</b>	2023
<a href="#">Philomath Foundation</a>	CA	\$45,076	President	\$29,040	<b>\$25,809</b>	2023
<a href="#">Institute On Natl Social Inequities &amp; Gaps In Health &amp; Health T</a>	MI	\$45,125	Treasurer	\$150	<b>\$151</b>	2025
<a href="#">Coal Pit Ministry Inc</a>	VA	\$42,839	Executive Director	\$48,972	<b>\$47,270</b>	2024
<a href="#">Academy 3a Inc</a>	NJ	\$45,296	President An	\$4,950	<b>\$4,418</b>	2024
<a href="#">Pine Cone Foundation</a>	CA	\$45,312	President/cfo	\$50,000	<b>\$43,162</b>	2024
<a href="#">Sc Career Kids</a>	SC	\$42,657	Founder	\$15,000	<b>\$15,240</b>	2025
<a href="#">Cfi Robotics Nfp</a>	IL	\$42,634	Executive Director	\$15,754	<b>\$15,483</b>	2024
<a href="#">Forerunner Training Center Inc</a>	MO	\$45,394	President & Board Chairman	\$1,500	<b>\$1,588</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Healing In America</a>	CA	\$42,520	Executive Dir.	\$24,000	<b>\$20,718</b>	2024
<a href="#">Forever International Inc</a>	NC	\$45,550	President	\$5,100	<b>\$5,424</b>	2023
<a href="#">The John Tramontano Jr Educational</a>	PA	\$42,298	President/tr	\$14,222	<b>\$14,178</b>	2024
<a href="#">Go Topeka Etlc Support Corporation</a>	KS	\$45,915	President	\$34,884	<b>\$38,787</b>	2023
<a href="#">Printing Industry Assoc Of Ga</a>	GA	\$45,988	Ex-officio	\$6,933	<b>\$7,175</b>	2023
<a href="#">Inspiring Services Inc</a>	GA	\$46,023	Member	\$1,328	<b>\$1,335</b>	2024
<a href="#">Network For Public Education Action Inc</a>	NY	\$46,147	Executive Director	\$9,545	<b>\$8,622</b>	2024
<a href="#">Hudson City Schools Foundation Inc</a>	OH	\$46,151	Executive Di	\$8,335	<b>\$8,598</b>	2025
<a href="#">Clean Slate E3 Inc</a>	PA	\$46,304	President	\$45,261	<b>\$45,122</b>	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 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	172 organizations. Compensation range \$151–\$453,694; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$44,010); for reference, expenses \$46,069 and assets \$62,007.
ROLE MATCH	Aleitheia Capalbo, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	56 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 19 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 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	38 <sup>th</sup>
Reportable pay only (column D), adjusted	67 <sup>th</sup>
All sources (D + E + F), adjusted	34 <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 (Aleithea Capalbo) 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 172 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,200 is reasonable (approximately the 40<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 13, 2026.