

The Huub Inc

Executive Director / CEO

EIN 811044217

NJ · NTEE S20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Zaki Michael, Executive Director / CEO** (\$33,300) against **every comparable organization** that fit the selection criteria — **247** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

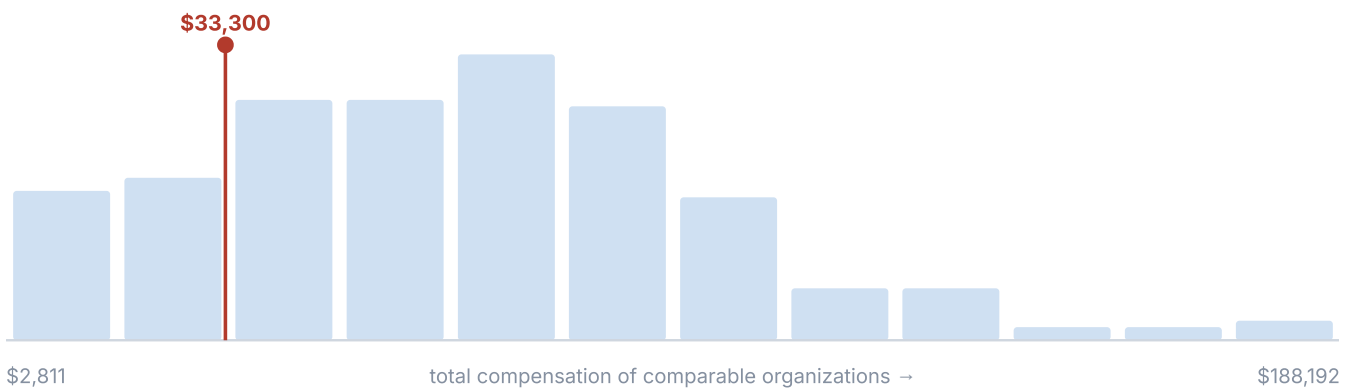
Benchmarked executive: Zaki Michael — reported title “Community Organizer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$151,922 and \$340,125 — 0.67x to 1.50x the subject's \$226,750 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

247 organizations qualified on sector, size, and geography → **247** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,573	\$39,858	\$65,436	\$88,559	\$108,034	\$33,300
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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 NJ 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
Melanin Market Inc	FL	\$228,279	President	\$45,000	\$47,348	2024
Dynamic Community Development Corporation	FL	\$229,047	Business Developer	\$42,686	\$44,913	2024
Newport News Green Foundation Inc	VA	\$229,111	Executive Di	\$71,050	\$79,106	2023
Discover The Real West Virginia	WV	\$223,964	Executive Di	\$95,068	\$112,316	2025
Cascade Residential Inc	FL	\$229,585	President	\$77,885	\$84,370	2023
Build Galveston	TX	\$230,106	Executive Director (Thru 11/24)	\$119,389	\$133,760	2024
Community Realignment Education Program	CA	\$230,414	Program Director	\$93,062	\$90,004	2024
The Des Moines Urban Experience	IA	\$222,601	Executive Dir.	\$17,958	\$22,673	2023
Independence Regional Ennovation Center Inc	MO	\$231,026	Executive Director	\$55,417	\$67,682	2023
Graces Of Gurleyinc	AL	\$222,252	Executive Di	\$45,200	\$56,307	2023
African American Chamber Of Commerce Of Western Pa	PA	\$231,278	President	\$64,104	\$71,599	2024
Nikwasi Initiative	NC	\$221,763	Executive Director	\$93,650	\$111,580	2023
Up Community Services Inc	MI	\$221,417	Executive Director	\$21,784	\$25,927	2023
Centre South Main Streets Inc	MA	\$221,175	Executive Director	\$85,000	\$83,345	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Main Street Delaware Inc	OH	\$233,337	Executive Director	\$73,750	\$87,488	2024
Community Services United	CA	\$220,114	Director	\$54,600	\$52,806	2024
Black Economic Collective	OR	\$233,756	Executive Director	\$58,378	\$62,513	2023
Partnerships For Lawrence Inc	IN	\$234,721	Executive Director	\$75,000	\$91,201	2023
Logan County Tourism Bureau	IL	\$218,666	Former Director	\$46,588	\$51,299	2024
Mosaic Community Builders Inc	GA	\$218,412	Director	\$48,000	\$55,653	2023
Jonah Inc	IN	\$235,492	President	\$20,154	\$23,804	2024
Blackjack Water Association Inc	MS	\$217,820	Billing	\$15,800	\$19,709	2024
The Weatherford Square	TX	\$217,135	Executive Di	\$104,022	\$116,543	2024
The Rhode Island Organizing Project	RI	\$216,804	Executive Director	\$82,439	\$91,152	2023
El-shaddai Refuge Homes Community Development Corporation	NV	\$216,313	Director Of Childcare	\$11,388	\$12,785	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **247** organizations. Compensation range \$2,811–\$188,192; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$226,750); for reference, expenses \$188,311 and assets \$115,515.

ROLE MATCH	Zaki Michael, reported title " <i>Community Organizer</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	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	19 th
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	17 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 (Zaki Michael) 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 247 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,300 is reasonable (approximately the 19th 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.