

Neubauer Family Charitable Trust

Executive Director / CEO

EIN 813609752

CA · NTEE T11

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nicole Taylor, Executive Director / CEO** (\$90,823) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

Benchmarked executive: Nicole Taylor — reported title "Secretary", 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 (T11).

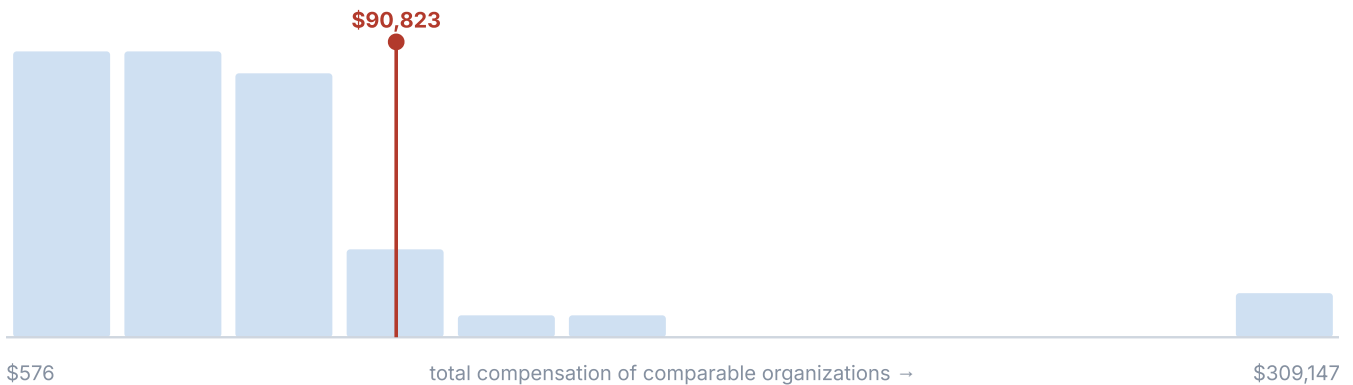
BUDGET Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography

→ **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,738	\$19,869	\$49,606	\$66,269	\$100,543	\$90,823
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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 CA 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
Ernest Lieblich Foundation	CA	\$0	Board Member	\$57,080	\$57,080	2024
The Venice Endowment Inc	FL	\$0	President/ceo	\$28,165	\$30,641	2024
Gulf Coast Strategic Investments Inc	FL	\$0	President	\$28,165	\$30,641	2024
Woodrun Foundation	MI	\$0	Treasurer	\$26,189	\$31,304	2024
National Black Trans Advocacy Coalition	TX	\$0	Executive Director	\$92,875	\$104,816	2025
Valleycare Senior Housing Inc	CA	\$0	President & Ceo	\$284,122	\$284,122	2024
Jewish Family & Children's Foundation	MA	\$0	Chief Executive Officer	\$9,110	\$9,480	2024
March Foundation	TN	\$0	President	\$50,479	\$59,864	2025
Germantown United Methodist Church Found	TN	\$0	President	\$50,479	\$59,864	2025
United Way Foundation Of Central Wa	WA	\$0	Secretary	\$99,350	\$103,009	2024
The Community Builders Charitable Trust	MA	\$0	Trustee	\$45,315	\$47,158	2024
Ncf Giving Inc	TX	\$0	President	\$44,237	\$51,246	2024
J A Turner Family Foundation	NC	\$0	Member	\$258,355	\$309,147	2024
Isles Community Foundation Inc	NJ	\$0	Managing Director	\$18,711	\$19,347	2024
Charitable Gift Foundation	AL	\$0	Executive Director	\$5,346	\$6,688	2024
Seymour Family Foundation	NC	\$0	Member - Outgoing	\$48,258	\$57,745	2024
Empower Dallas Foundation Inc	TX	\$0	President	\$13,576	\$15,727	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southeast Michigan Opportunity Trust	MI	\$0	Co-trustee	\$64,903	\$77,580	2024
Greater St Louis Real Estate Foundation	MO	\$0	Secretary	\$14,923	\$18,304	2024
Metropolitan Foundation Of Atlanta Inc	GA	\$0	President	\$82,016	\$95,502	2024
Ase Educational Foundation	MI	\$0	Ceo & Pres	\$36,711	\$43,882	2024
Altenheim Properties Inc	OH	\$0	Ceo	\$34,261	\$42,024	2024
The Witte Foundation	TX	\$0	President	\$497	\$576	2024
The Coastal Georgia Foundation	GA	\$0	Secretary	\$5,829	\$6,787	2024
Minnesota Real Estate Foundation	MN	\$0	Wacf Executive Director	\$33,232	\$37,047	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 46 organizations. Compensation range \$576–\$309,147; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$0); for reference, expenses \$10,359,680 and assets \$290,534,014. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Nicole Taylor, reported title "*Secretary*", 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	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	85 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	93 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 (Nicole Taylor) 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 46 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,823 is reasonable (approximately the 85th 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.