

Thaimex Mission Project Inc

Executive Director / CEO

EIN 822377543

CA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robert Obert, Executive Director / CEO** (\$133,900) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Robert Obert — 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 (P20).

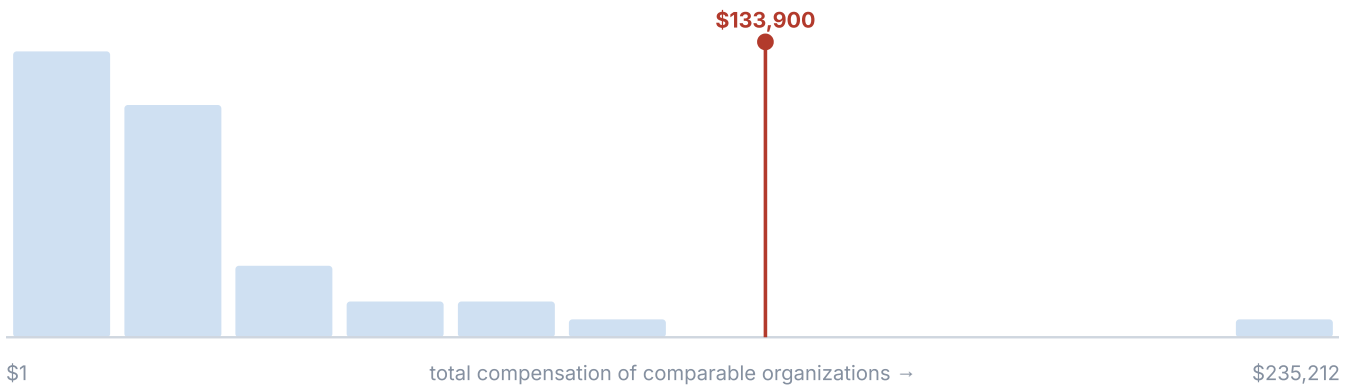
BUDGET Total revenue between \$8,726 and \$19,536 — 0.67x to 1.50x the subject's \$13,024 (the band tightens as size grows).

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

39 organizations qualified on sector, size, and geography

→ **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1

total compensation of comparable organizations →

\$235,212

\$4,143

\$8,244

\$29,689

\$42,276

\$70,192

\$133,900



● 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
Transitional Services	NY	\$12,692	Secretary	\$36,232	\$37,916	2024
Vladas Seeds Of Life	CA	\$13,683	Ceo	\$3,500	\$3,500	2024
League Of United Latin American Citizens	TX	\$14,024	Treasurer	\$2,045	\$2,369	2024
New Roots Inc	KY	\$14,229	Executive Director	\$36,629	\$45,574	2024
Abode Community Housing	CA	\$14,271	President	\$29,689	\$29,689	2024
Quinn Community Outreach Corporation	CA	\$14,375	Executive Director	\$1	\$1	2023
Ray Of Hope Foundation Inc	GA	\$14,800	Exe Director	\$13,000	\$15,138	2024
Life Choice Solutions Inc	MI	\$11,237	Chief Executive Officer	\$30,500	\$37,535	2023
Distinct Abilities Childrens Center Inc	TX	\$11,069	President	\$26,000	\$30,119	2024
Word Of Faith Community Development Corp	FL	\$15,076	Executive Dir.	\$7,700	\$8,377	2024
Mary Immaculate Guild Inc	MA	\$15,174	Chairperson/president & Ceo	\$29,137	\$31,218	2023
The Hope Project Live Love Serve Inc	NC	\$10,648	Director	\$55,040	\$65,861	2024
Crudup-ward Activity Center	MS	\$10,615	Ceo	\$3,950	\$5,095	2024
Odd Fellows Healthcare Inc	CT	\$15,600	Ceo	\$9,546	\$10,365	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mccurdy Senior Housing Corporation	FL	\$15,656	President	\$210,000	\$235,212	2023
Doxa Foundation Int'l Inc	FL	\$15,769	President	\$9,000	\$10,081	2023
Abundance Ministries	TX	\$15,800	President/treasurer	\$6,800	\$8,110	2023
Fitzmaurice Community Services	PA	\$9,975	Chair, Eff. 01-01-2024	\$25,163	\$29,060	2024
Woodcock Housing Foundation	CA	\$9,871	Ceo	\$61,000	\$62,802	2023
Helping Hands Development Corporation	OH	\$16,186	Executive Director	\$3,340	\$4,218	2023
Generations Restored Youth And Community Center Inc	PA	\$9,650	Field Liaison	\$7,018	\$8,105	2024
Hope For Tomorrow Foundation	NY	\$9,595	Cfo	\$10,739	\$11,570	2023
Cooperative Resources Inc	MN	\$9,391	Executive Director	\$49,980	\$57,193	2024
Charles W Hoppy Adams Jr Foundation Inc	MD	\$9,248	Chair/ceo	\$36,000	\$38,977	2024
The Lesc Foundation Inc	NY	\$17,007	President & Ceo	\$47,915	\$51,622	2023

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 **39** organizations. Compensation range \$1–\$235,212; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$13,024); for reference, expenses \$155,887 and assets \$70,439. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Robert Obert, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	59 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 (Robert Obert) 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 39 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$133,900 is reasonable (approximately the 97th 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.