

# Masterpiece Alliance

Executive Director / CEO

EIN 832584797

VA · NTEE E19

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Scott Habeeb, Executive Director / CEO** (\$5,833) against **every comparable organization** that fit the selection criteria — **861** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Scott Habeeb — reported title "PRINCIPAL OF", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (E19).

**BUDGET** Total revenue between \$138,213 and \$309,433 — 0.67x to 1.50x the subject's \$206,289 (the band tightens as size grows).

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

**861** organizations qualified on sector, size, and geography → **861** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,318	\$27,638	\$49,390	\$74,613	\$114,206	\$5,833
----------	----------	----------	----------	-----------	---------



## ■ 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 VA 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="#">Zandu Health Initiative</a>	MN	\$206,219	Director	\$51,000	<b>\$52,192</b>	2023
<a href="#">Medical Mutual Of Ohio Charitable Founda</a>	OH	\$206,399	Treasurer	\$46,913	<b>\$49,985</b>	2024
<a href="#">Nashville General Hospital Foundation</a>	TN	\$206,437	Executive Director	\$68,613	<b>\$72,553</b>	2024
<a href="#">Wong-baker Faces Foundation</a>	OK	\$206,444	Director	\$125,000	<b>\$138,464</b>	2024
<a href="#">The Human Body Shop Inc</a>	NM	\$206,477	Secretary	\$4,783	<b>\$5,175</b>	2024
<a href="#">Crisis Pregnancy Center Of Monrovia</a>	CA	\$205,964	Executive Director/board Member	\$43,000	<b>\$37,352</b>	2024
<a href="#">Physicians For Patient Protection Inc</a>	NY	\$205,703	Executive Director Since 3/2024	\$49,675	<b>\$45,156</b>	2024
<a href="#">Shenandoah Pregnancy And Resource Center</a>	IA	\$206,938	Executive Director	\$8,844	<b>\$10,029</b>	2023
<a href="#">Angels' Place Inc</a>	LA	\$205,633	Executive Director	\$69,883	<b>\$77,410</b>	2024
<a href="#">Chpcommunity Inc</a>	IA	\$205,546	President	\$50,824	<b>\$57,635</b>	2023
<a href="#">Cco Oregon</a>	OR	\$205,482	Executive Director	\$122,784	<b>\$114,705</b>	2024
<a href="#">Beth Sholom Rehab Clinic</a>	VA	\$207,238	President & Ceo	\$16,710	<b>\$16,710</b>	2023
<a href="#">Hope Pregnancy Center</a>	IN	\$207,239	Executive Di	\$38,800	<b>\$41,161</b>	2024
<a href="#">The Kirby Foundation</a>	IL	\$205,296	Secretary/ceo	\$102,123	<b>\$103,982</b>	2023
<a href="#">Camp Millennium</a>	OR	\$207,339	Camp Director	\$61,379	<b>\$57,340</b>	2024
<a href="#">Bedford Pregnancy Center</a>	VA	\$205,046	Executive Director	\$29,700	<b>\$28,848</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Trinity Community Care Inc</a>	MI	\$204,952	Executive Director	\$68,499	<b>\$73,226</b>	2023
<a href="#">Helen Keller Hospital Foundation Inc</a>	AL	\$204,941	Foundation Director	\$371	<b>\$403</b>	2024
<a href="#">Fortis Therapy Center</a>	TX	\$207,643	Executive Director	\$56,801	<b>\$58,846</b>	2023
<a href="#">Chick A Dee Acres Farm Inc</a>	WI	\$204,872	President	\$52,500	<b>\$56,786</b>	2023
<a href="#">The Metrowest Free Medical Program Inc</a>	MA	\$204,824	Executive Director	\$60,000	<b>\$54,239</b>	2024
<a href="#">Mesilla Valley Pregnancy Resource</a>	NM	\$204,703	Executive Di	\$58,779	<b>\$61,958</b>	2025
<a href="#">Our Mental Health Collective</a>	MI	\$204,629	Executive Director	\$83,800	<b>\$87,012</b>	2024
<a href="#">Living Hope Clinical Foundation Inc</a>	CA	\$204,620	Officer	\$138,000	<b>\$119,875</b>	2024
<a href="#">Planned Parenthood Hudson Peconic Action</a>	NY	\$204,605	President & Ceo	\$41,057	<b>\$37,322</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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** 861 organizations. Compensation range \$60–\$991,694; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$206,289); for reference, expenses \$111,526 and assets \$229,726. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Scott Habeeb, reported title " <i>PRINCIPAL OF</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	194 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	47 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	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>
Reportable pay only (column D), adjusted	26 <sup>th</sup>
All sources (D + E + F), adjusted	5 <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 (Scott Habeeb) 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 861 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,833 is reasonable (approximately the 6<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 9, 2026.