

Noble Family Support Fund

Executive Director / CEO

EIN 862889784

IL · NTEE B82

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Alejandro Ramirez, Executive Director / CEO** (\$25,706) against **every comparable organization** that fit the selection criteria — **10** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Alejandro Ramirez — reported title “TREASURER - TERM”, 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 (B82).

BUDGET Total revenue between \$1,723 and \$3,859 — 0.67x to 1.50x the subject's \$2,573 (the band tightens as size grows).

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

10 organizations qualified on sector, size, and geography

→ **10** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,195

\$29,650

\$65,511

\$90,290

\$155,376

\$25,706



■ 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 IL 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
Gtcc Innovative Resources Corp	NC	\$2,610	Vice Preside	\$80,611	\$82,292	2024
Montessori In The Park Foundation	AZ	\$2,745	President	\$24,231	\$22,430	2025
Michigan Biotechnology Institute	MI	\$2,936	President & Chair	\$58,630	\$61,555	2023
University Technology Development Corporation	NE	\$2,029	President	\$25,045	\$26,613	2024
Virginia State University Research Foundation	VA	\$2,000	Chairman	\$521,000	\$484,196	2025
Dudley Square Realty Corporation	MA	\$3,151	Treasurer/Chief Of Operations	\$30,741	\$27,293	2024
Mississippi Charter Schools Association	MS	\$3,160	Former Executive Director	\$108,000	\$118,840	2024
Nevada Vision Foundation	NV	\$3,375	Coo	\$72,000	\$69,467	2025
Rancho Santiago Community College	CA	\$3,443	Executive Director	\$41,807	\$36,720	2023
Knowledge Standards Foundation	OH	\$3,775	President	\$86,283	\$92,956	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	10 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$22,430–\$484,196; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$2,573); for reference, expenses \$70,717 and assets \$237,744. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Alejandro Ramirez, reported title " <i>TREASURER - TERM</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	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	10th
Total compensation (D + F), as reported (no adjustments)	20th
Reportable pay only (column D), adjusted	0th
All sources (D + E + F), adjusted	50th

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 (Alejandro Ramirez) 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 10 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,706 is reasonable (approximately the 10th 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.