

Connected Sf

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Marie Hurabiell, Executive Director / CEO** (\$240,000) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Marie Hurabiell — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W01).
BUDGET	Total revenue between \$325,634 and \$729,031 — 0.67x to 1.50x the subject's \$486,021 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W01), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$32,546	\$70,849	\$136,635	\$174,162	\$184,980	\$240,000
----------	----------	-----------	-----------	-----------	-----------



● 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
The Association For The Friends Of Justice For The 43rd Judicial Circuit In	MO	\$495,247	Executive Director	\$52,660	\$64,592	2024
Asian Entrepreneurship Foundation Inc	MA	\$496,151	Director Of Partnership	\$105,575	\$109,868	2024
Post Growth Institute	OR	\$457,975	Board Presidentd Of Equity	\$33,706	\$36,249	2024
Pennsylvania Center For Employee	PA	\$456,673	Ceo And Trea	\$153,320	\$182,295	2023
The Nonzero Foundation Inc	NJ	\$526,021	President/treasurer	\$69,000	\$71,344	2024
Miami-dade County League Of Cities	FL	\$554,150	Executive Director	\$157,087	\$170,899	2024
Foreign Policy For America Foundation	DC	\$557,096	Executive Director	\$84,133	\$85,500	2024
Clcs Action	CO	\$558,841	Executive Di	\$164,457	\$182,622	2024
National Infrastructure Safety Foundation	VA	\$389,216	Chairman And Founder	\$148,770	\$166,351	2024
Springs Of Life Foundation	TN	\$370,916	Vice President	\$56,400	\$70,684	2023
American Media Council Inc	WY	\$601,281	Director	\$6,154	\$7,632	2024
Textbook & Academic Authors Association	WI	\$606,581	Executive Director	\$144,900	\$175,250	2024
Black Caucus Foundation Of Michigan	MI	\$609,746	Chairman	\$20,000	\$23,907	2024
Act To Change	OR	\$350,850	Executive Director	\$120,000	\$129,054	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Change The Outcome	MN	\$625,528	Executive Director	\$122,412	\$144,215	2023
Support Sky Harbor Coalition	AZ	\$333,435	Executive Director	\$192,000	\$220,156	2023
Thrive Regional Partnership Inc	TN	\$678,246	President/ceo	\$156,479	\$190,481	2024
National Public Pension Coalition	DC	\$684,840	Executive Director	\$160,500	\$167,925	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	18 organizations. Compensation range \$7,632–\$220,156; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$486,021); for reference, expenses \$796,379 and assets \$248,663. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Marie Hurabiell, reported title <i>"Executive Dir."</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100th
Total compensation (D + F), as reported (no adjustments)	100th

 Reportable pay only (column D), adjusted
100th

 All sources (D + E + F), adjusted
100th

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 (Marie Hurabiell) 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 18 similarly situated organizations (Same NTEE sector (W01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$240,000 is reasonable (approximately the 100th 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.