

Twice Blessed Inc

Executive Director / CEO

EIN 030362869

VT · NTEE P29

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Eileen Lombardo, Executive Director / CEO** (\$25,803) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

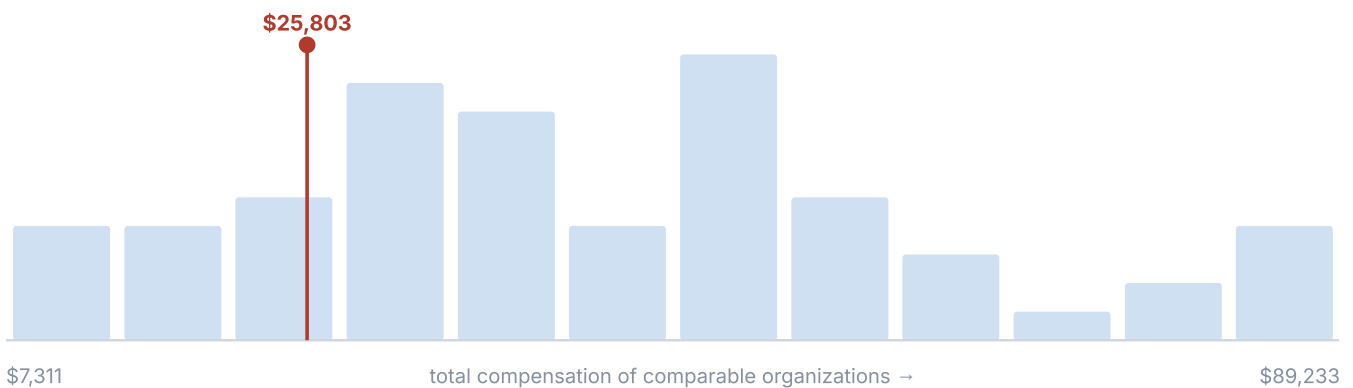
Benchmarked executive: Eileen Lombardo — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P29).
BUDGET	Total revenue between \$215,648 and \$482,794 — 0.67x to 1.50x the subject's \$321,863 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P29), nationwide + budget 0.67–1.5x revenue.

59 organizations qualified on sector, size, and geography → **59** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,506	\$29,923	\$39,504	\$54,934	\$74,288	\$25,803
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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 VT 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
Welcome Home Inc	MA	\$320,776	Executive Di	\$25,000	\$22,979	2023
Pray 1 Inc	FL	\$319,897	Vice President	\$39,300	\$37,764	2023
Church Street Ministries Inc	OH	\$317,165	Executive Director	\$48,000	\$52,002	2023
The Fringe Thrift Closet	OH	\$328,067	President	\$37,500	\$39,461	2024
Traded Treasures Thrift Store And	WI	\$305,314	Exec Dir, Pr	\$83,533	\$89,233	2023
Holding Hands Resale Shop	MS	\$340,782	Executive Di	\$38,271	\$43,598	2023
Duxbury Thrift And Consignment Shop Inc	MA	\$342,898	Former Director	\$27,846	\$24,861	2024
Around Again	WA	\$299,555	President	\$24,010	\$20,806	2025
Treasures In Heaven	WA	\$344,571	President	\$75,000	\$68,683	2023
Dividing Bread Ministry Inc	OK	\$293,737	President	\$30,600	\$34,465	2023
St Edwards Conference Of St Vincent	ID	\$350,321	President	\$35,360	\$37,372	2024
Matthew 25 Thrift Shop	PA	\$351,273	Store Managertreasurerboard	\$30,981	\$31,602	2023
Youth Ability Inc	CA	\$352,030	Program Directo	\$63,718	\$54,664	2024
Garner Area Ministries Inc	NC	\$352,118	Director	\$20,612	\$21,160	2024
Harvest House Inc	FL	\$290,251	Executive Director	\$62,683	\$58,504	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bridging The Gap Together Incorporated	OK	\$289,148	President	\$35,760	\$39,121	2024
The Master's Touch Of Sneads Ferry li Inc	NC	\$358,528	Manager	\$36,546	\$38,625	2023
Highway City Community Development Inc	CA	\$284,727	Executive Director	\$62,500	\$55,203	2023
Willing Partners Inc	VA	\$362,214	Executive Di	\$30,808	\$30,427	2023
The Treasure House	PA	\$280,626	Executive Di	\$50,718	\$51,734	2023
Desert Best Friends Closet	CA	\$363,160	Executive Director	\$73,000	\$61,012	2025
Wellston Center	MO	\$363,600	Director	\$33,871	\$35,642	2024
New2you A Green Store	VA	\$364,171	President	\$30,678	\$29,429	2024
Worn Again Too Inc	IL	\$365,304	Executive Director	\$52,901	\$51,671	2024
Brysonns Closet	TN	\$277,665	President	\$22,851	\$23,864	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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 59 organizations. Compensation range \$7,311–\$89,233; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$321,863); for reference, expenses \$320,729 and assets \$1,084,176.

ROLE MATCH Eileen Lombardo, 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 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	22 nd
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	22 nd

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 (Eileen Lombardo) 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 59 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,803 is reasonable (approximately the 22nd 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.