

Als United Rhode Island

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Christina Vilardi, Executive Director / CEO** (\$95,000) against **every comparable organization** that fit the selection criteria — **107** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 61st percentile of comparable organizations

within the typical range

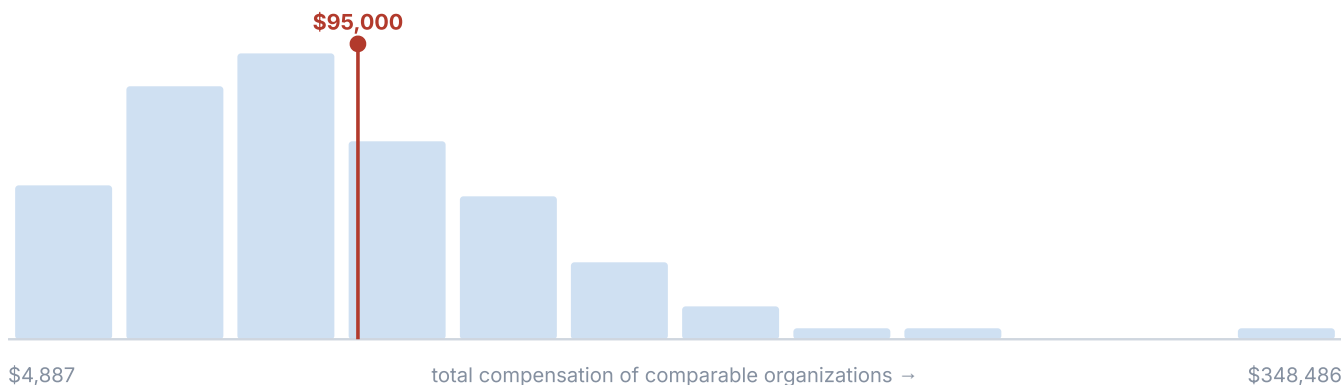
Benchmarked executive: Christina Vilardi — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E60).
BUDGET	Total revenue between \$282,874 and \$633,301 — 0.67x to 1.50x the subject's \$422,201 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

107 organizations qualified on sector, size, and geography → **107** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,482	\$53,831	\$83,321	\$114,728	\$154,157	\$95,000
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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 RI 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
Medbank Foundation Inc	GA	\$420,934	Executive Di	\$79,358	\$85,417	2024
Youthcast Media Group Inc	VA	\$423,891	Ceo & Founder	\$122,596	\$130,458	2023
Oregon Spinal Cord Injury Connection	OR	\$427,229	Executive Director	\$73,334	\$72,901	2024
Cactus Cancer Society	CA	\$416,929	President	\$84,792	\$76,358	2025
Center For Healthcare Careers Of	WI	\$427,710	Executive Director	\$138,970	\$155,364	2024
Interfaith Caregivers Of Greater Mercer County Inc	NJ	\$428,586	Exec Director	\$63,269	\$60,470	2024
Uhphealth Inc	TX	\$414,126	Executive Director	\$78,003	\$83,527	2024
Care Nest Homes Limited	PA	\$430,865	Manager	\$168,562	\$185,257	2023
Confluence Hrkc	MO	\$411,620	Finance Coor	\$40,782	\$46,239	2024
Refuge International Inc	TX	\$436,398	Administrator	\$69,300	\$76,399	2023
Restoration House Wnc	NC	\$440,895	Executive Director	\$49,333	\$54,566	2024
Milwaukee Community Acupuncture Inc	WI	\$441,890	President	\$56,167	\$64,648	2023
Senior Housing And Resource Management	SC	\$441,998	Executive Director	\$128,077	\$139,346	2025
A Time To Heal Inc	NE	\$401,881	Executive Director	\$124,059	\$147,056	2023
St Louis Health Equipment Lending	MO	\$401,059	Executive Di	\$100,653	\$114,120	2024
Lifeline Pregnancy Help Center Inc	NC	\$400,449	Executive Director	\$49,280	\$56,118	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wise Health Foundation	TX	\$399,867	Ceo Of System	\$134,823	\$148,634	2023
Man Cave Health Inc	NY	\$398,267	Director	\$110,306	\$106,701	2024
Children's Health Ventures Inc	NJ	\$394,773	President/ceo	\$166,518	\$159,152	2024
Positive Family Partners Inc	FL	\$392,326	Ceo	\$18,000	\$18,636	2023
White Pine Center For Healing Corp	PA	\$387,213	Executive Di	\$47,500	\$52,205	2023
Vermont Association Of Hospitals &	VT	\$386,874	Vice Chair/s	\$64,220	\$69,194	2024
The Greene Foundation	CA	\$458,754	Executive Director	\$69,000	\$63,781	2024
Slamt1d Inc	VT	\$462,702	Chief Executive Officer	\$106,676	\$114,939	2024
Lightpath Health	TX	\$463,502	Executive Director	\$147,352	\$157,787	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI cost of living and 2025 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 RI 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	107 organizations. Compensation range \$4,887–\$348,486; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$422,201); for reference, expenses \$476,935 and assets \$672,752.
ROLE MATCH	Christina Vilardi, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	61 st
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	53 rd

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 (Christina Vilardi) 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 107 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,000 is reasonable (approximately the 61st 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.