

# Societa Mutuo Socorso Enrico Caruso In Manville Ri

Executive Director / CEO

EIN 056016623

RI · NTEE S99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joan Lariviere, Executive Director / CEO** (\$6,300) against **every comparable organization** that fit the selection criteria — **49** 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:** Joan Lariviere — reported title “Treasurer”, 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 (S99).

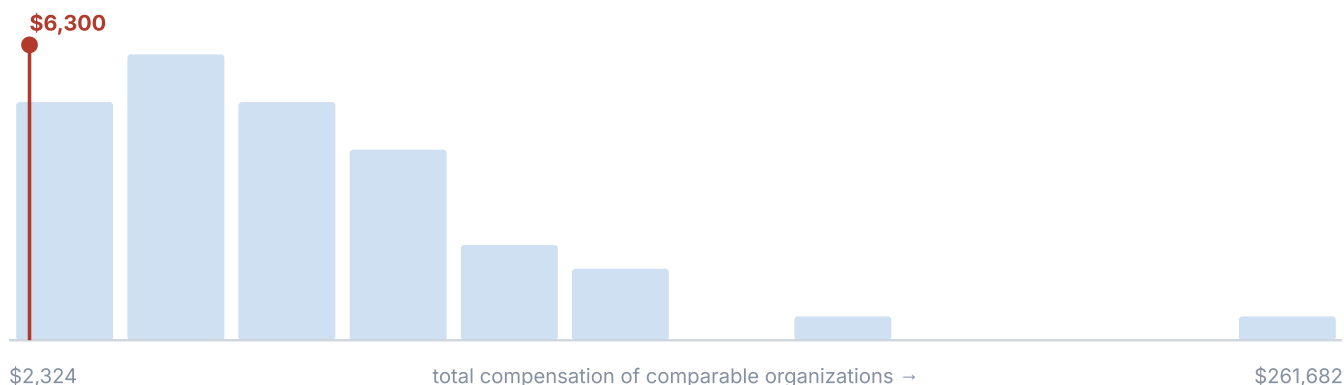
**BUDGET** Total revenue between \$135,615 and \$303,616 — 0.67× to 1.50× the subject's \$202,411 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S99), nationwide + budget 0.67–1.5× revenue.

**49** organizations qualified on sector, size, and geography

→ **49** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|                        |                         |                           |                         |                          |                                  |
|------------------------|-------------------------|---------------------------|-------------------------|--------------------------|----------------------------------|
| <b>\$9,669</b><br>10TH | <b>\$26,510</b><br>25TH | <b>\$49,330</b><br>MEDIAN | <b>\$75,043</b><br>75TH | <b>\$107,128</b><br>90TH | <b>\$6,300</b><br>THIS ORG · 6TH |
|------------------------|-------------------------|---------------------------|-------------------------|--------------------------|----------------------------------|

**\$6,300**



## ■ 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   |
|--|-------|-----------|---|-----------------|------------------|------|
| <a href="#">Built2last Innovations Lab Inc</a>               | NC    | \$203,953 | Executive Director                              | \$119,439       | <b>\$128,705</b> | 2023 |
| <a href="#">Citizens4community</a>                           | OR    | \$200,555 | Executive Director                              | \$78,056        | <b>\$73,427</b>  | 2024 |
| <a href="#">Kulaiwi Land Trust</a>                           | HI    | \$205,010 | Interim Executive Director-ceo                  | \$18,750        | <b>\$17,507</b>  | 2023 |
| <a href="#">Venture Carolina</a>                             | SC    | \$199,622 | Executive Director                              | \$5,400         | <b>\$5,706</b>   | 2024 |
| <a href="#">Integrative Development Initiative</a>           | CA    | \$205,875 | 2023 Cfo & Food Cycle Collective Co-coordinator | \$2,581         | <b>\$2,324</b>   | 2023 |
| <a href="#">Buffalo Reuse Inc</a>                            | NY    | \$207,027 | President                                       | \$8,378         | <b>\$7,669</b>   | 2024 |
| <a href="#">Detroit Greenways Coalition</a>                  | MI    | \$207,038 | Executive Director                              | \$50,000        | <b>\$53,822</b>  | 2023 |
| <a href="#">Takotna Community Association</a>                | AK    | \$208,523 | Secretary                                       | \$10,500        | <b>\$10,169</b>  | 2024 |
| <a href="#">Rebuilding Together Central Alabama</a>          | AL    | \$195,730 | Executive Director                              | \$65,000        | <b>\$71,132</b>  | 2024 |
| <a href="#">Habitat For Neighborhood Business</a>            | MO    | \$209,384 | Executive Director                              | \$26,250        | <b>\$28,163</b>  | 2024 |
| <a href="#">Leadmo</a>                                       | MO    | \$194,877 | Executive Director                              | \$39,229        | <b>\$42,089</b>  | 2024 |
| <a href="#">Enterprise Development &amp; Management Corp</a> | IN    | \$194,491 | Board Member                                    | \$3,600         | <b>\$3,959</b>   | 2023 |
| <a href="#">Westside Rising</a>                              | IL    | \$212,744 | Executive Dir.                                  | \$44,872        | <b>\$44,687</b>  | 2024 |
| <a href="#">For A Loving Future</a>                          | CA    | \$187,464 | Ceo   | \$107,950       | <b>\$91,989</b>  | 2025 |
| <a href="#">Friends Inc</a>                                  | AL    | \$219,008 | Executive Director                              | \$57,500        | <b>\$64,783</b>  | 2023 |

| ORGANIZATION   | STATE | REVENUE   | MATCHED TITLE             | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|--|-------|-----------|---------------------------|-----------------|------------------|------|
| <a href="#">International Foundation For Cultural</a>          | CO    | \$223,551 | First Vp                  | \$6,500         | <b>\$6,314</b>   | 2024 |
| <a href="#">Vermont Council Of Special Education</a>           | VT    | \$223,586 | Executive Dir.            | \$26,000        | <b>\$25,826</b>  | 2025 |
| <a href="#">The Freedom Foundation Of Minnesota</a>            | MN    | \$225,040 | Ceo, Secretary, Treasurer | \$110,000       | <b>\$113,354</b> | 2023 |
| <a href="#">Glover Park Alliance</a>                           | DC    | \$227,283 | Executive Director        | \$92,942        | <b>\$82,617</b>  | 2024 |
| <a href="#">Pride In Saginaw Inc</a>                           | MI    | \$174,966 | Director                  | \$44,511        | <b>\$45,339</b>  | 2025 |
| <a href="#">Roots &amp; Dreams And Mustard Seeds Inc</a>       | MA    | \$231,240 | President, Co-director    | \$44,044        | <b>\$40,091</b>  | 2024 |
| <a href="#">Plaza Terrace Mutual Housing</a>                   | CT    | \$235,418 | Executive Director        | \$31,395        | <b>\$30,699</b>  | 2023 |
| <a href="#">The Hydrous</a>                                    | CA    | \$238,045 | Ceo                       | \$84,000        | <b>\$73,474</b>  | 2024 |
| <a href="#">Chittenden County Senior Citizens Alliance Inc</a> | VT    | \$163,408 | Executive Director        | \$47,840        | <b>\$48,776</b>  | 2024 |
| <a href="#">Main Street Lexington</a>                          | VA    | \$161,200 | Executive Di              | \$64,080        | <b>\$62,675</b>  | 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 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 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 49 organizations. Compensation range \$2,324–\$261,682; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$202,411); for reference, expenses \$94,756 and assets \$564,412. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

|                 |   |
|-----------------|---|
| ROLE MATCH      | Joan Lariviere, reported title " <i>Treasurer</i> ", benchmarked as Executive Director / CEO.<br><b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b> |
| RELATED-ORG PAY | 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.   |
| OUTLIERS        | 2 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  | 14 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 6 <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 (Joan Lariviere) 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 49 similarly situated organizations (Same NTEE sector (S99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,300 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.