

Vaad Ltzorchay Refuah

Executive Director / CEO

EIN 201020908

NY · NTEE E80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Leah Krausz, Executive Director / CEO** (\$50,415) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

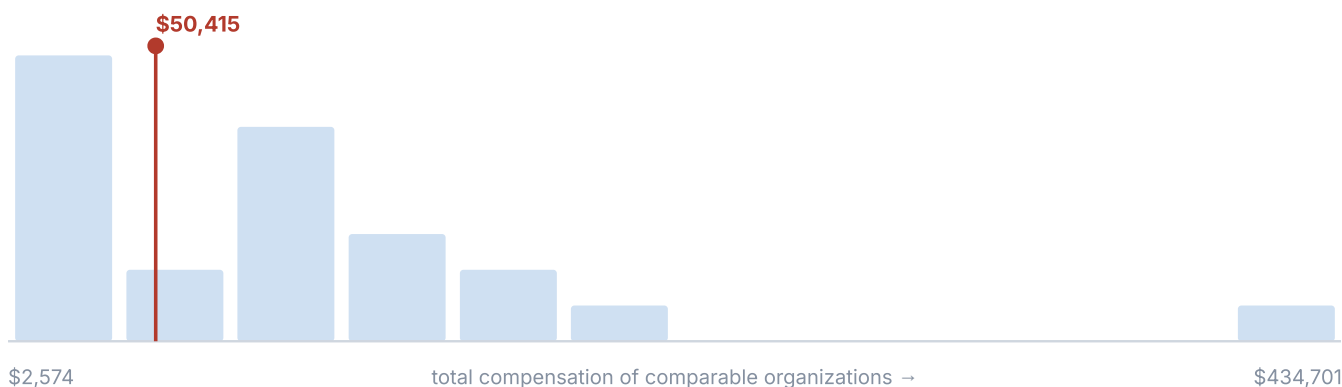
Benchmarked executive: Leah Krausz — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E80).
BUDGET	Total revenue between \$145,711 and \$326,220 — 0.67x to 1.50x the subject's \$217,480 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E80), nationwide + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,560	\$29,851	\$79,931	\$122,496	\$172,446	\$50,415
----------	----------	----------	-----------	-----------	----------



● 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 NY 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
Patient Care Foundation Of	CA	\$217,183	Chief Executive Officer	\$35,329	\$34,758	2023
Mccurtain Memorial	OK	\$222,915	Ceo	\$23,716	\$28,900	2024
Medical Mutual Of Ohio Charitable Founda	OH	\$206,399	Treasurer	\$46,913	\$54,987	2024
Honoring Choices	MN	\$234,167	1/1 To 12/27 Executive Director	\$71,000	\$79,931	2023
Hyp-access Inc	NY	\$236,566	Pres./co-chair	\$2,500	\$2,574	2023
Famohio Inc	OH	\$194,743	Event Coordinator	\$20,000	\$23,442	2024
South Dakota Dental Foundation	SD	\$192,664	Executive Director	\$20,075	\$25,243	2023
Restore Hope	NH	\$191,675	Executive Director	\$90,000	\$89,595	2025
Nash Education Corporation	PA	\$245,503	Executive Dir.	\$77,500	\$85,528	2024
Southeast Pennsylvania Area Health	PA	\$249,589	Executive Di	\$101,250	\$115,039	2023
Mcamericas Realty Inc	TX	\$252,007	Ceo And Cfo	\$21,709	\$24,032	2024
Sunflower Health Network Inc	KS	\$256,817	Executive Director	\$25,764	\$30,802	2024
Ucare Iowa	MN	\$259,544	President & Ceo	\$188,405	\$206,020	2024
Chippewa Health Access Coalition	MI	\$173,892	Executive Di	\$66,688	\$78,425	2023
Teamfund Inc	VA	\$171,926	Managing Partner	\$406,825	\$434,701	2024
Western New York Law Enforcement Helpline Inc	NY	\$153,985	Coordinator	\$48,544	\$48,544	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Facts About Fertility Inc	PA	\$287,505	Cofounder & Executive Director	\$83,833	\$95,250	2023
Greater Gift Initiative Inc	NC	\$301,369	Ceo	\$138,750	\$163,342	2023
Community Life Support Inc	FL	\$301,597	Chairman	\$125,000	\$129,952	2024
Napa County Bicycle Coalition	CA	\$312,072	Executive Director	\$89,125	\$85,167	2024
Kickin Cancer In Sublette County	WY	\$314,746	Secretary	\$18,465	\$22,527	2023
Texhealth Central Texas	TX	\$318,553	President And Ceo	\$157,834	\$174,722	2024
C-tac Innovations Inc	DC	\$319,832	Executive Director	\$138,360	\$134,364	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	23 organizations. Compensation range \$2,574–\$434,701; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$217,480); for reference, expenses \$168,796 and assets \$152,637.
ROLE MATCH	Leah Krausz, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 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	39 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	17 th

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 (Leah Krausz) 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 23 similarly situated organizations (Same NTEE sector (E80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,415 is reasonable (approximately the 39th 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.