

Heart To Heart Cac Harveymarionmcperson Cac Inc

EIN 201539146

KS · NTEE P30

FY ending 2024-12-31

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Veronica Bargdill-mosqueda, Executive Director / CEO** (\$68,131) against **every comparable organization** that fit the selection criteria — **160** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

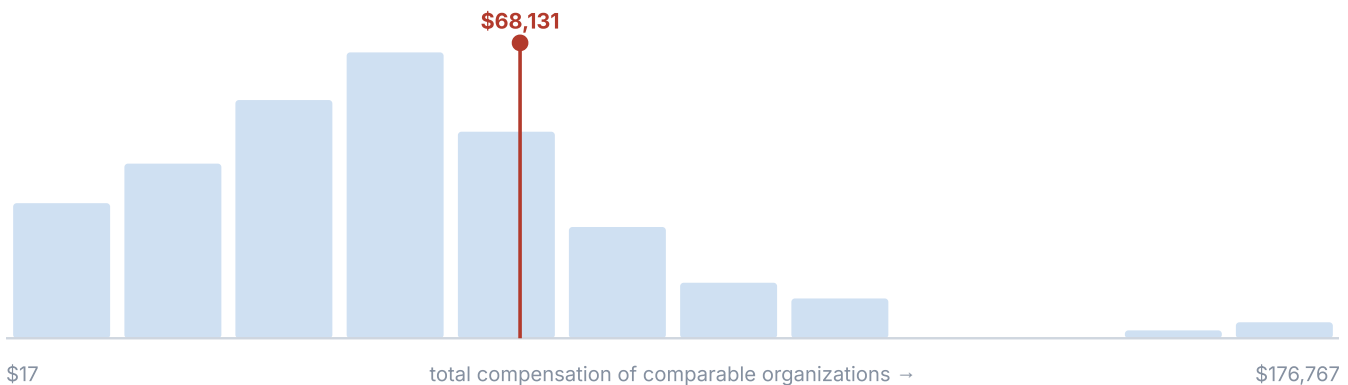
Benchmarked executive: Veronica Bargdill-mosqueda — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$162,519 and \$363,850 — 0.67x to 1.50x the subject's \$242,567 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

160 organizations qualified on sector, size, and geography → **160** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,091 10TH	\$30,485 25TH	\$50,036 MEDIAN	\$67,387 75TH	\$86,893 90TH	\$68,131 THIS ORG · 76TH
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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 KS 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
Children's Home Society Of America	IL	\$242,887	Managing Dir	\$118,446	\$105,009	2025
House Of Blessing	TX	\$243,008	President	\$55,014	\$50,939	2024
Gentlemen By Choice Community Development Corporation	NV	\$241,875	Executive Director	\$64,853	\$60,173	2024
Casa Of The 16th Jdc	LA	\$243,654	Executive Direc	\$46,308	\$45,983	2025
Computers For Kids Inc	CA	\$241,383	Ceo	\$4,875	\$4,012	2023
This Child Here Inc	FL	\$240,803	Executive Director	\$36,000	\$31,304	2024
North River Care Inc	FL	\$244,610	Executive Director	\$60,082	\$53,789	2023
Florida Guardian Ad Litem Foundation Inc	FL	\$240,198	Ceo	\$79,050	\$70,770	2023
Child Advocacy Centers Of Wisconsin	WI	\$239,529	Executive Director	\$82,688	\$79,935	2024
Marthas Vineyard Youth Task Force Inc	MA	\$238,323	President	\$18,545	\$15,028	2025
Early Matters Inc	TX	\$247,048	Directorpresident	\$80,000	\$74,074	2024
Child Advocacy Center Of Grant Co	IN	\$237,701	Executive Di	\$66,082	\$66,411	2023
Loveland Boxing Gym	CO	\$247,524	President	\$67,067	\$61,285	2023
Enlighten Communications Inc	CO	\$248,085	President	\$64,800	\$57,515	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Boys & Girls Club Of Central Sw Iowa	IA	\$236,854	Administrator	\$48,700	\$49,358	2024
Reinspire	TX	\$235,882	Executive Di	\$39,164	\$36,263	2024
Casa Of St Croix County Inc	WI	\$235,690	Executive Di	\$67,803	\$65,545	2024
Casa Of Polk County Inc	OR	\$251,256	Executive Director	\$59,463	\$51,114	2024
Westlawn Youth Network	IL	\$251,654	Exec Dir	\$27,400	\$24,934	2024
Bridges Child Placement Agency	CO	\$254,004	Director	\$82,402	\$71,253	2025
New Creations Ministries Inc	MI	\$230,355	Executive Di	\$40,000	\$38,217	2024
Restore Childhood	NY	\$229,711	Founder	\$40,000	\$33,457	2024
Southeast Casa Program	SD	\$228,923	Executive Di	\$58,483	\$59,744	2024
Tlc Foundation Inc	CT	\$256,279	Executive Di	\$14,891	\$12,924	2024
Blue Door Ministries Inc	AR	\$256,299	President	\$51,050	\$53,116	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 160 organizations. Compensation range \$17–\$176,767; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$242,567); for reference, expenses \$258,425 and assets \$107,632.

ROLE MATCH Veronica Bargdill-mosqueda, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 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	76 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	74 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 (Veronica Bargdill-mosqueda) 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 160 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,131 is reasonable (approximately the 76th 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.