

# Nalanda Institute For Contemplative Science

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Joseph Loizzo, Executive Director / CEO** (\$9,590) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

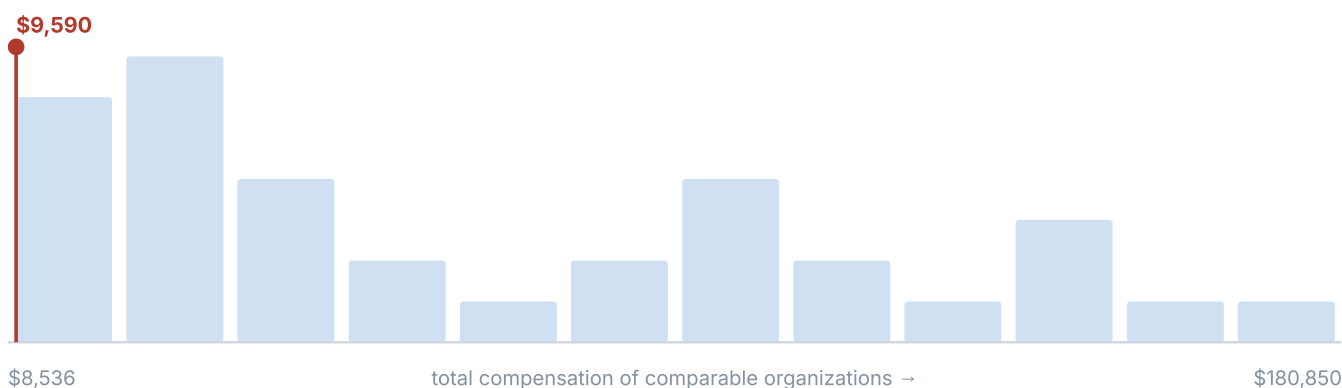
**Benchmarked executive:** Joseph Loizzo — reported title "CHAIRPERSON", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E03).
BUDGET	Total revenue between \$217,374 and \$486,660 — 0.67x to 1.50x the subject's \$324,440 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E03), nationwide + budget 0.67–1.5x revenue.

**34** organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,854	\$29,155	\$52,507	\$106,914	\$143,787	\$9,590
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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 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
<a href="#">Va - Chw Association</a>	VA	\$327,707	Exe Director	\$129,676	<b>\$138,561</b>	2025
<a href="#">Medical Staff Of Hollywood</a>	CA	\$337,111	President	\$30,000	<b>\$29,427</b>	2024
<a href="#">Somali Medical Association Of America</a>	MN	\$311,236	Executive Director	\$32,436	<b>\$36,407</b>	2024
<a href="#">Hca Florida Kendall Medical Staff Inc</a>	FL	\$303,200	President	\$30,000	<b>\$32,014</b>	2024
<a href="#">Hardin Medical &amp; Dental Staff Inc</a>	KY	\$299,947	Chief Direct	\$25,000	<b>\$35,318</b>	2021
<a href="#">Arkansas Community Health Worker Associa</a>	AR	\$359,300	Executive Dir.	\$100,947	<b>\$128,894</b>	2024
<a href="#">United States Lactation Consultant</a>	DC	\$277,539	Executive Di	\$26,442	<b>\$26,358</b>	2024
<a href="#">Foundation For Physician Advancement</a>	MS	\$375,823	Executive Director	\$82,500	<b>\$107,457</b>	2023
<a href="#">The Medical Staff Of St John Hospital</a>	MI	\$386,042	President	\$42,000	<b>\$49,244</b>	2024
<a href="#">Mercy Hospital Medical Staff Charity Inc</a>	FL	\$259,365	President	\$18,600	<b>\$20,435</b>	2023
<a href="#">Northwest Wi Area Health Education</a>	WI	\$258,931	Executive Director	\$85,486	<b>\$101,414</b>	2024
<a href="#">Foundation For Optimal Health Inc</a>	NJ	\$250,000	Treasurer	\$40,000	<b>\$40,568</b>	2024
<a href="#">The Gout Hyperuricemia And Crystal-assoc</a>	WA	\$249,999	Steering Committee Member	\$15,709	<b>\$15,977</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Moral Injury Of Health Care Inc</a>	PA	\$244,288	President	\$80,000	<b>\$93,300</b>	2023
<a href="#">Midwinter Conference Of Immunologists</a>	UT	\$405,401	Registrar	\$25,000	<b>\$29,064</b>	2024
<a href="#">Free Clinic Association Of Pennsylvania</a>	PA	\$241,059	Executive Director	\$159,650	<b>\$180,850</b>	2024
<a href="#">Rapid Science Inc</a>	NY	\$236,153	Board Direct	\$25,000	<b>\$25,661</b>	2024
<a href="#">Lone Star Assoc Charitable Clinics</a>	TX	\$235,001	Ceo	\$90,000	<b>\$105,286</b>	2023
<a href="#">Women Chiropractors</a>	MI	\$229,575	Executive Di	\$57,369	<b>\$69,250</b>	2023
<a href="#">Medical Staff Of West Hills</a>	CA	\$422,601	Cme Prgrm Crdnt	\$18,000	<b>\$17,656</b>	2024
<a href="#">Bayside Historical Society</a>	NY	\$423,928	Executive Director	\$8,316	<b>\$8,536</b>	2024
<a href="#">Northeastern Gnathological Society</a>	NJ	\$223,415	Exec. Director	\$12,000	<b>\$12,530</b>	2023
<a href="#">World Association For Sexual Health</a>	MN	\$223,171	Executive Directress	\$36,653	<b>\$41,141</b>	2024
<a href="#">Colorado Association Of Charter School Authorizers</a>	CO	\$221,798	Executive Director	\$147,793	<b>\$165,734</b>	2023
<a href="#">West Virginia Chapter Of American</a>	WV	\$221,421	Exec Director	\$70,505	<b>\$89,277</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	34 organizations. Compensation range \$8,536–\$180,850; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$324,440); for reference, expenses \$333,441 and assets \$23,123.
ROLE MATCH	Joseph Loizzo, reported title "CHAIRPERSON", benchmarked as Executive Director / CEO. <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	2 peers 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	6 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Joseph Loizzo) 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 10, 2026, comparing compensation against 34 similarly situated organizations (Same NTEE sector (E03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,590 is reasonable (approximately the 3<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.