

Vitalhearts

Executive Director / CEO

EIN 260374470

CO · NTEE B600

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Henry Tobey Phd, Executive Director / CEO** (\$87,500) against **every comparable organization** that fit the selection criteria — **153** 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

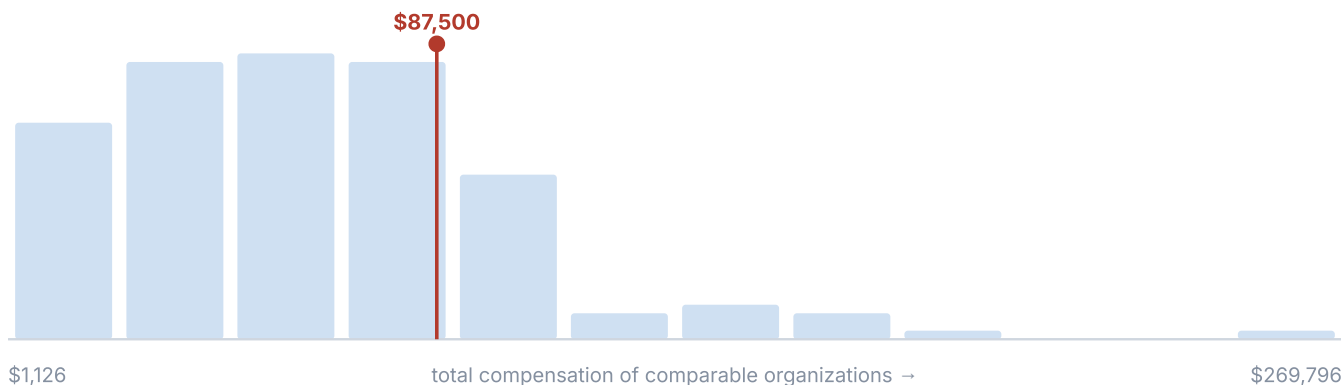
Benchmarked executive: Henry Tobey Phd — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B600).
BUDGET	Total revenue between \$191,409 and \$428,529 — 0.67x to 1.50x the subject's \$285,686 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

153 organizations qualified on sector, size, and geography → **153** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$16,384	\$32,669	\$58,351	\$83,485	\$101,400	\$87,500
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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 CO 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
New Mexico Adult Education Associat	NM	\$285,508	Executive Di	\$975	\$1,126	2023
Simulation Interoperability Standards	FL	\$286,737	Executive Director	\$95,004	\$95,825	2023
Literacy Volunteers Of Morris County	NJ	\$287,427	Executive Director	\$74,160	\$69,053	2024
Michigan Association Of Community	MI	\$283,400	Former Exec	\$69,698	\$75,025	2024
Day 7 Inc	TN	\$283,094	Executive Director	\$49,067	\$53,788	2024
Masoc Inc	MA	\$282,232	Executive Director	\$107,113	\$97,794	2025
Tlafrica Inc	CA	\$281,740	President Ceo	\$25,280	\$23,438	2023
Sil Lead Inc	TX	\$278,791	Executive Director	\$10,789	\$11,255	2024
International Society Of	TX	\$277,473	Executive Di	\$39,860	\$41,582	2024
Books To Prisoners	WA	\$277,093	Program Coordinator	\$10,917	\$10,494	2023
The Boston Society Inc	MA	\$295,315	Executive Di	\$144,423	\$139,344	2023
Bee Happy Day Hab Foundation I	TX	\$275,857	Exec Director	\$47,831	\$49,898	2024
Connecticut Trial Lawyers Foundation	CT	\$275,560	Director	\$32,451	\$32,669	2023
Epiphany Women In Focus	CA	\$296,387	Ceo	\$62,000	\$57,482	2023
Glw Childrens Council Inc	NE	\$296,492	Director	\$74,428	\$83,485	2024
Instituto Para El Desarrollo Humano	PR	\$297,025	Operations Director	\$31,925	\$32,868	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Annies Project-education For Farm Women	IL	\$274,246	Co-ceo	\$68,084	\$71,867	2023
Encore Learning Inc	VA	\$273,925	Executive Director	\$53,100	\$52,091	2025
Emergency Medicine Educational	IN	\$273,000	Chair	\$1,200	\$1,358	2023
Nevada Water Resources Association	NV	\$298,632	Executive Co	\$75,529	\$78,955	2024
Wordplay Cincy	OH	\$271,462	Director	\$89,000	\$98,307	2024
Mrva Inc	HI	\$270,500	Vice Preside	\$33,842	\$32,532	2023
The Conservative Agenda Project	CT	\$301,250	President And Director	\$268,000	\$269,796	2023
Dcro Institute	OH	\$268,519	President And Ceo	\$52,646	\$59,869	2023
Florida Council On Crime And Deliqu	FL	\$302,882	Executive Se	\$15,000	\$14,696	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	153 organizations. Compensation range \$1,126–\$269,796; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$285,686); for reference, expenses \$337,813 and assets \$75,692.
ROLE MATCH	Henry Tobey Phd, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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)	81 st
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	68 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 (Henry Tobey Phd) 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 153 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,500 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.