

The Piggyback Foundation

Executive Director / CEO

EIN 261312957

OH · NTEE P60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Hiler, Executive Director / CEO** (\$5,792) against **every comparable organization** that fit the selection criteria — **114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

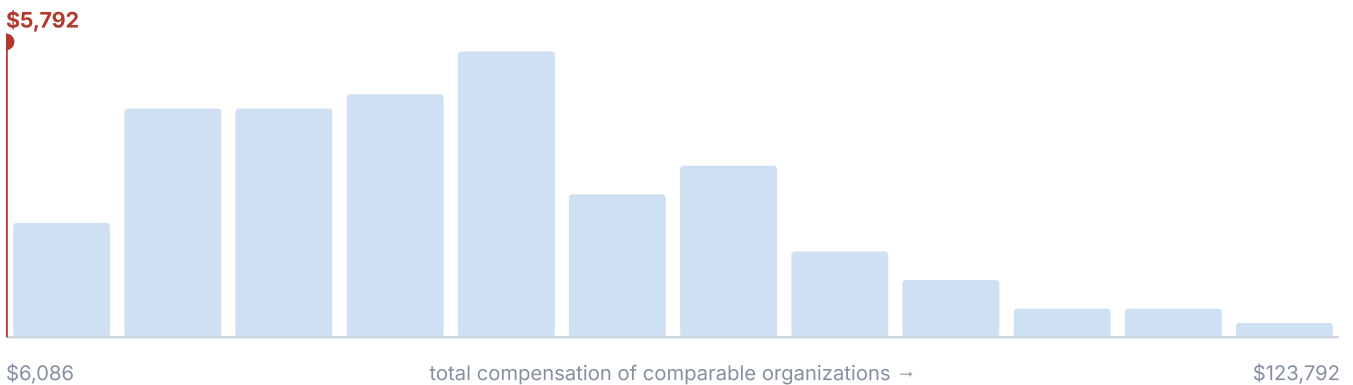
Benchmarked executive: Lisa Hiler — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$232,726 and \$521,029 — 0.67x to 1.50x the subject's \$347,353 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

114 organizations qualified on sector, size, and geography → **114** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,952	\$28,533	\$45,113	\$62,317	\$81,683	\$5,792
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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 OH 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
Mainspring Portland	OR	\$347,627	Executive Dir.	\$78,386	\$70,758	2023
Lighthouse Of Oakland County	MI	\$346,016	President & Ceo	\$16,948	\$17,004	2023
Elmhurst Walk-in Assistance Network	IL	\$344,371	Executive Director	\$24,463	\$22,707	2024
Rains County Good Samaritans	TX	\$341,602	President	\$31,200	\$29,467	2024
Shadow Buddies Foundation Inc	KS	\$337,530	Ceo/exec Dir	\$82,204	\$86,325	2023
Berkshire Dream Center Inc	MA	\$335,312	President	\$39,900	\$33,852	2024
Family Promise Of The Chippewa	WI	\$360,463	Executive Director	\$47,079	\$46,422	2024
The Giving Closet	WA	\$360,669	Executive Dir.	\$45,000	\$38,039	2024
Manna House Ministries Inc	GA	\$332,369	Director	\$29,333	\$28,669	2023
Ezra To Israel	VA	\$363,668	Executive Di	\$60,000	\$56,313	2023
Raw Ruth Anointed World Ministries	CA	\$366,361	President	\$17,000	\$14,269	2023
One Need Inc	GA	\$328,238	President & Ceo	\$130,400	\$123,792	2024
Movements Of Grace Inc	CA	\$367,690	President	\$100,000	\$81,528	2024
Ray Of Hope Mission Center Inc	MD	\$326,553	President	\$43,680	\$38,556	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Colorful Closets Of Amarillo Inc	TX	\$368,468	Co-ex. Director	\$39,985	\$37,764	2024
Nc National Guard Soldiers & Airmen	NC	\$372,002	Secretary/executive Director	\$39,000	\$38,047	2024
The Record's People For People Fund Inc	NY	\$373,259	Executive Director	\$33,390	\$28,487	2024
Acadiana Regional Coalition On	LA	\$320,919	Ex Director	\$70,535	\$73,331	2024
Family Promise Of The Lakeshore	MI	\$317,418	Executive Director	\$48,925	\$47,679	2024
Paws & Think Inc	IN	\$317,227	Executive Di	\$86,320	\$85,946	2024
Life Choices Center Inc	NY	\$315,309	Executive Dir.	\$59,032	\$50,364	2024
Community Response Coalition Of Kentucky Inc	KY	\$379,634	Board Member	\$7,500	\$7,608	2024
Grace United Community Ministries Inc	MO	\$312,897	Executive Director	\$66,942	\$68,919	2023
Goodwill Rescue Mission Inc	NY	\$381,900	President/ceo	\$15,280	\$13,036	2024
Diakonia	CO	\$382,826	Executive Director	\$79,420	\$74,025	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **114** organizations. Compensation range \$6,086–\$123,792; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$347,353); for reference, expenses \$356,167 and assets \$374,653.
ROLE MATCH	Lisa Hiler, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	5 th
All sources (D + E + F), adjusted	0 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 (Lisa Hiler) 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 114 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,792 is reasonable (approximately the 0th 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.