PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

The Vecna Cares Charitable Trust

Executive Director / CEO

EIN **263318451**
MA · NTEE T12
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Paul Amendola, Executive Director / CEO** ($127,167) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

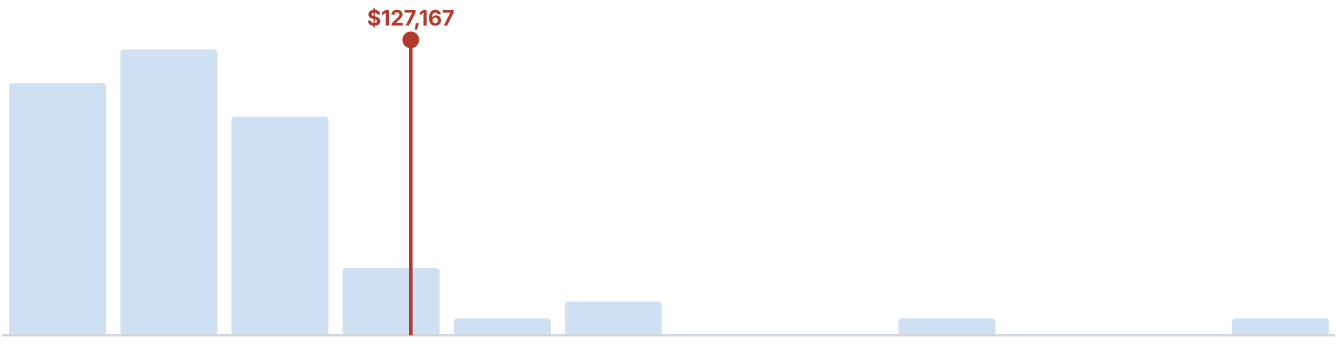
> **Benchmarked executive:** Paul Amendola — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T12).
BUDGET	Total revenue between $321,721 and $720,271 — 0.67× to 1.50× the subject's $480,181 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T12), nationwide + budget 0.67–1.5× revenue.

54 organizations qualified on sector, size, and geography → **54** within the band form the benchmarked peer set.

Distribution of comparable compensation



$1,471 — total compensation of comparable organizations → — $411,604

$11,491	$26,598	$61,390	$90,057	$119,335	$127,167

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 MA 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
Believe In Dreams	OH	$489,896	Executive Director	$53,623	**$61,390**	2024
Sam's Fans	OH	$489,907	Executive Di	$32,917	**$37,685**	2024
Dan And Ellen Zelman Family Foundation	OH	$491,873	Treasurer Thru 11/18/2022	$40,331	**$47,536**	2023
Dan Pastorini Charity	TX	$463,541	Executive Director	$80,875	**$87,445**	2024
Simama International	CA	$498,098	Director	$48,500	**$46,605**	2023
Walking For Kids Foundation	MS	$461,650	President	$30,000	**$36,115**	2024
The Reece Foundation Corp	NY	$461,599	Executive Director	$49,020	**$49,293**	2023
Goodwill Industries Foundation Of	OH	$459,918	President/ceo	$22,151	**$26,108**	2023
Central Washington Catholic Foundation	WA	$457,811	Executive Director	$87,846	**$85,012**	2024
Los Charros Foundation Inc	AZ	$456,609	Executive Director	$27,000	**$28,067**	2024
The Link Of Northern Kandiyohi County	MN	$449,690	Executive Dir.	$60,000	**$64,083**	2024
Little Warrior Foundation Inc	WI	$436,622	Secretary	$9,000	**$10,160**	2024
Warwick Education Foundation	PA	$527,086	Executive Director	$35,000	**$38,841**	2023
Action For Autism	MO	$530,494	Executive Di	$58,000	**$68,362**	2023
Vibrant Places Inc	FL	$428,506	Dir., Secretary	$143,473	**$145,685**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Jordan Porco Foundation	CT	$427,562	Executive Director (Until 8/2024)	$104,149	**$105,551**	2024
Russian Leadership Ministries	IL	$425,671	President	$51,100	**$55,905**	2023
Avenues For Autism	OH	$422,752	Executive Di	$100,000	**$114,483**	2024
Curegrin Foundation	CO	$538,540	Ceo	$80,000	**$82,916**	2024
Hopkins Education Foundation	MN	$421,739	Executive Director	$59,000	**$61,390**	2025
Nehemiah Charitable Fund	CA	$419,513	Ceo	$103,320	**$96,434**	2024
Sobel Family Supporting Foundation Inc	NJ	$418,402	Treasurer/assistant Secretary	$49,655	**$49,336**	2023
Jacobs Well Inc	IN	$408,480	Director	$14,000	**$15,958**	2024
12-31	TX	$406,624	Executive Director	$62,000	**$67,036**	2024
Kol Yehuda Inc	NY	$401,362	President	$74,378	**$74,793**	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2023 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 MA 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	**54** organizations. Compensation range $1,471–$411,604; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($480,181); for reference, expenses $635,594 and assets $268,116.
ROLE MATCH	Paul Amendola, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	**91st**
Total compensation (D + F), as reported (no adjustments)	**91st**
Reportable pay only (column D), adjusted	**94th**
All sources (D + E + F), adjusted	**76th**

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 (Paul Amendola) 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 54 similarly situated organizations (Same NTEE sector (T12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $127,167 is reasonable (approximately the 91st 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.