

Heartford House Inc

Executive Director / CEO

EIN 274451686
 IN · NTEE P30
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kristina Lesley, Executive Director / CEO** (\$84,799) against **every comparable organization** that fit the selection criteria — **176** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

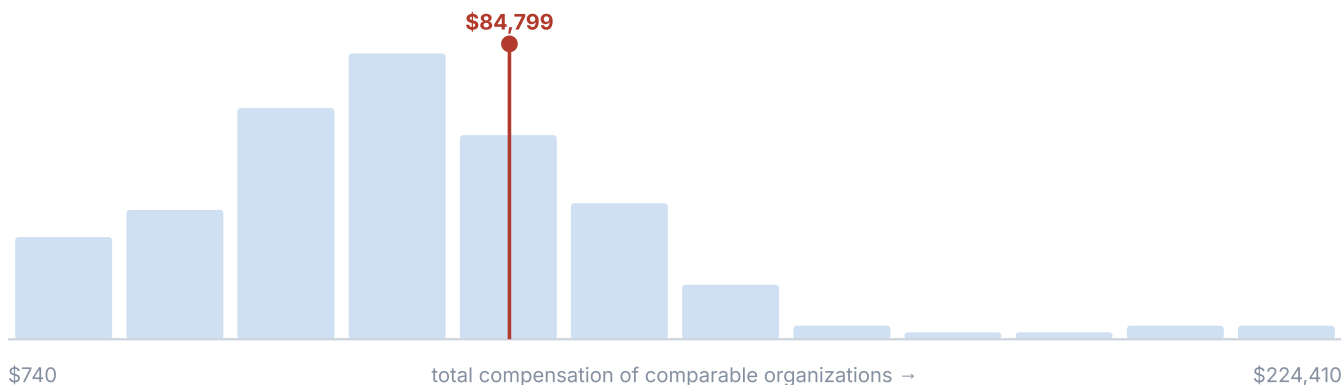
Benchmarked executive: Kristina Lesley — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$296,441 and \$663,675 — 0.67x to 1.50x the subject's \$442,450 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

176 organizations qualified on sector, size, and geography → **176** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,704	\$46,429	\$67,646	\$88,957	\$111,090	\$84,799
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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 IN 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
Raisinghope Inc	CA	\$440,598	Executive Dir.	\$82,750	\$69,759	2023
Families And Schools Together Inc	WI	\$449,521	Executive Dir.	\$62,500	\$61,896	2024
Childrens Continuum Of Care	NJ	\$433,716	Executive Direc	\$102,861	\$87,087	2024
Mental Health Connection Tarrant Ct	TX	\$453,663	Exec Dir	\$125,156	\$118,718	2024
Lehigh Valley Families Together Inc	PA	\$455,260	Ceo And Board Secretary	\$79,181	\$74,877	2024
Allies For Children	PA	\$429,158	Executive Director	\$143,488	\$132,190	2025
Centro Esperanza Inc	PR	\$457,947	Executive Director	\$6,733	\$6,733	2024
Pike Regional Child Advocacy Center	AL	\$426,074	Executive Di	\$64,541	\$66,119	2024
Moldova World Childrens Fund Inc	NC	\$462,345	President	\$20,696	\$20,278	2024
Forget Me Not Childrens Services	CA	\$422,423	Executive Dir.	\$101,912	\$83,448	2024
Heidis Promise	WA	\$464,089	President Director	\$82,002	\$69,619	2024
Hbcyouth Foundation Inc	GA	\$420,108	Chief Executive Officer	\$30,000	\$28,604	2024
Cricket's Hope Inc	CA	\$420,098	Executive Dir.	\$69,858	\$57,202	2024
Open Arms Of Blue Ridge Inc	GA	\$464,823	Executive Director	\$50,000	\$49,081	2023
Emerald M Therapeutic Riding Center Inc	FL	\$465,376	Executive Dir.	\$23,040	\$21,131	2023
Pawsitive Friendships Inc	AZ	\$465,624	Ceo	\$71,221	\$64,951	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
One30 Network	AL	\$467,202	Co-executive Director	\$15,400	\$15,776	2024
First Day Shoe Fund	MI	\$467,768	Executive Di	\$105,900	\$106,713	2023
Burst Into Books	IL	\$416,668	Executive Director	\$26,000	\$24,955	2023
Murphy Mentoring Group Inc	IN	\$414,285	President	\$35,001	\$35,001	2024
Child Advocacy Center Of Central Ok Inc	OK	\$413,048	Executive Dir.	\$83,333	\$87,014	2024
The Morgan Center	FL	\$472,075	Director	\$95,500	\$85,073	2024
14th & Chestnut Community Center	IN	\$411,838	Executive Dir.	\$48,631	\$50,067	2023
Oncology And Kids Inc	CA	\$411,399	President & Ceo	\$65,000	\$54,796	2023
Montgomery County Federation Of Fam	MD	\$409,916	Executive Di	\$65,330	\$57,918	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	176 organizations. Compensation range \$740–\$224,410; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$442,450); for reference, expenses \$480,321 and assets \$238,256.
ROLE MATCH	Kristina Lesley, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	70 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	66 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 (Kristina Lesley) 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 176 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,799 is reasonable (approximately the 70th 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.