

# Lending Hearts

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Vasso Paliouras, Executive Director / CEO** (\$99,037) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

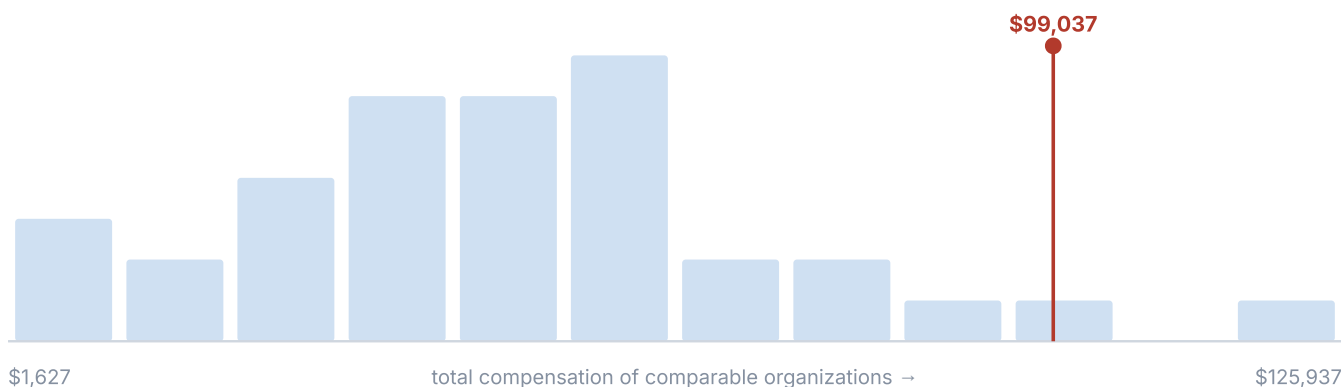
**Benchmarked executive:** Vasso Paliouras — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E86).
BUDGET	Total revenue between \$112,206 and \$251,209 — 0.67x to 1.50x the subject's \$167,473 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E86), nationwide + budget 0.67–1.5x revenue.

**35** organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,101	\$33,058	\$45,442	\$57,997	\$77,847	\$99,037
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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 PA 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="#">Camelot Center</a>	OH	\$170,877	Program Director	\$44,775	<b>\$47,555</b>	2024
<a href="#">Magical Moments Foundation Inc</a>	OH	\$160,392	Exec Dir/treasurer	\$22,500	<b>\$23,897</b>	2024
<a href="#">Hitting Cancer Below The Belt Inc</a>	VA	\$175,965	Executive Director	\$45,000	<b>\$44,857</b>	2023
<a href="#">Healing Buddies Inc</a>	CO	\$156,022	Executive Di	\$47,260	<b>\$45,442</b>	2024
<a href="#">Branch Brooks Childrens Foundation</a>	NY	\$152,865	President	\$38,424	<b>\$34,817</b>	2024
<a href="#">A Room To Heal</a>	NY	\$149,622	Executive Director	\$42,606	<b>\$38,607</b>	2024
<a href="#">The Danielle House Inc</a>	NY	\$192,634	Executive Di	\$36,725	<b>\$34,261</b>	2023
<a href="#">Friends Of Jack Foundation Inc</a>	MA	\$138,952	Secretary	\$100,000	<b>\$90,111</b>	2024
<a href="#">The Jared Box Project</a>	PA	\$200,982	Executive Di	\$20,975	<b>\$20,975</b>	2024
<a href="#">Chris Hope Foundation</a>	TN	\$130,187	President	\$5,500	<b>\$5,797</b>	2024
<a href="#">Camp Millennium</a>	OR	\$207,339	Camp Director	\$61,379	<b>\$57,158</b>	2024
<a href="#">Random Acts Of Flowers</a>	TN	\$127,488	Executive Director	\$28,558	<b>\$30,991</b>	2023
<a href="#">Fountain Of Kindness Inc</a>	NY	\$209,435	President	\$60,000	<b>\$54,368</b>	2024
<a href="#">Beyond Pink Spokane Inc</a>	WA	\$123,107	Executive Di	\$65,533	<b>\$58,835</b>	2024
<a href="#">Yamhill Valley Community Doulas Inc</a>	OR	\$212,123	President	\$40,286	<b>\$38,624</b>	2023
<a href="#">Dan's House Of Hope Inc</a>	TX	\$212,670	President	\$11,000	<b>\$11,034</b>	2024
<a href="#">Jacobs House Inc</a>	CA	\$215,293	Executive Dir.	\$65,000	<b>\$56,283</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rusfond Usa Inc</a>	NY	\$215,374	Pres/treas/dir	\$134,996	<b>\$125,937</b>	2023
<a href="#">Apache Creek Deaf And Youth Ranch</a>	NM	\$215,514	President	\$28,688	<b>\$31,855</b>	2023
<a href="#">American Patriotic Services Inc</a>	FL	\$118,718	Managing Director	\$33,735	<b>\$31,779</b>	2024
<a href="#">Little Smiles (Pa) Inc</a>	PA	\$217,077	Exec. Director & Co-founder	\$45,600	<b>\$45,600</b>	2024
<a href="#">Andrews Air Force Base Fisher House Inc</a>	MD	\$116,703	Director	\$75,495	<b>\$75,854</b>	2022
<a href="#">Healing Heart Project</a>	FL	\$220,794	Executive Director	\$45,000	<b>\$43,643</b>	2023
<a href="#">Spreading Sunshine Inc</a>	TN	\$220,901	Executive Di	\$50,400	<b>\$54,694</b>	2023
<a href="#">The Superhero Project</a>	OH	\$222,566	Staff Representative	\$50,000	<b>\$54,673</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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** 35 organizations. Compensation range \$1,627–\$125,937; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$167,473); for reference, expenses \$165,045 and assets \$377,724.

**ROLE MATCH** Vasso Paliouras, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	94 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	94 <sup>th</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 (Vasso Paliouras) 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 35 similarly situated organizations (Same NTEE sector (E86), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,037 is reasonable (approximately the 94<sup>th</sup> 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.