

Social Venture Partners Boston Inc

Executive Director / CEO

EIN 454230249

MA · NTEE T30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karin Cassel Mitterando, Executive Director / CEO** (\$28,050) against **every comparable organization** that fit the selection criteria — **217** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

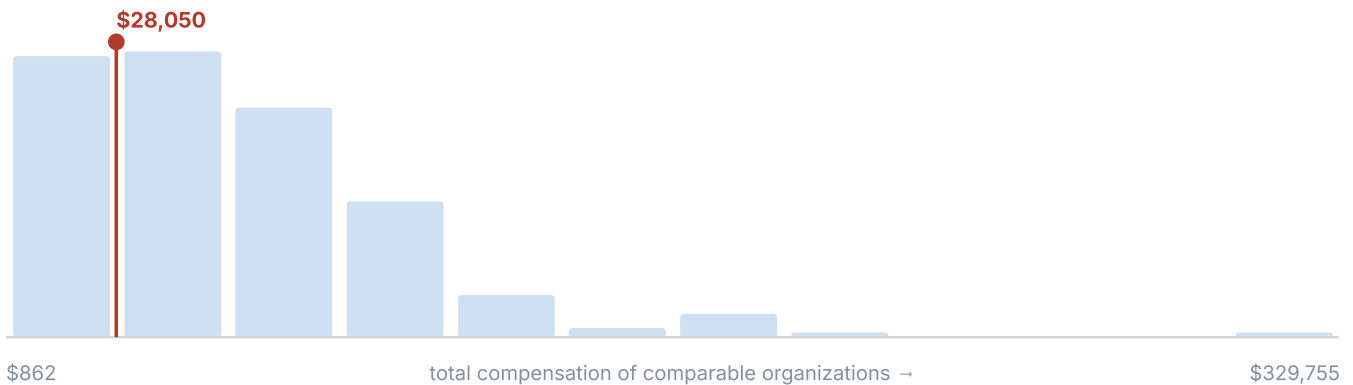
Benchmarked executive: Karin Cassel Mitterando — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$191,096 and \$427,828 — 0.67x to 1.50x the subject's \$285,219 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

217 organizations qualified on sector, size, and geography → **217** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,029	\$26,763	\$48,179	\$78,147	\$106,065	\$28,050
----------	----------	----------	----------	-----------	----------



■ 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
Connected Hearts Ministry	SC	\$285,184	President	\$48,000	\$57,372	2023
Barkann Family Healing Hearts Foundation	PA	\$284,446	Executive Director	\$96,000	\$106,535	2024
Mamie's Poppy Plates	AR	\$284,006	Executive Di	\$49,700	\$62,168	2024
The Flagstone Initiative Inc	CA	\$283,828	Ceo	\$175,000	\$173,129	2023
Family Promise Of Kandiyohi County	MN	\$287,343	Executive Director	\$56,194	\$61,791	2024
Alpha Illinois Leadership Foundation	IL	\$287,352	President	\$80,500	\$88,070	2024
Niles Community Services Inc	OH	\$283,085	Director	\$38,461	\$45,332	2024
Odeh Inc	NY	\$282,013	President	\$14,683	\$14,765	2024
Yx Gives	TN	\$280,872	Vice Preside	\$10,000	\$11,697	2024
Kerengende Foundation Nfp	IL	\$291,220	Executive Dir.	\$53,750	\$58,804	2024
Laurel Lake Retirement Community	OH	\$291,573	President	\$27,202	\$33,008	2023
Spring Arbor University Foundation	MI	\$291,790	President	\$24,951	\$28,659	2024
San Luis Valley Health Foundation	CO	\$276,551	Ceo	\$35,491	\$37,871	2024
Hope Outreach Center Inc	FL	\$276,285	Executive Di	\$65,762	\$68,748	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
His Love Extended	FL	\$276,114	President	\$120,000	\$129,154	2023
American Friends Of Keshet Inc	NY	\$295,027	President	\$86,400	\$86,882	2024
Unity Healthcare Foundation	IA	\$274,033	Exec Director	\$44,087	\$53,719	2024
Peace For The Persecuted	CA	\$296,669	President	\$3,000	\$2,968	2023
Admin Hub	CA	\$273,229	President/ceo	\$72,996	\$72,215	2023
American Society Of Retina	IL	\$272,520	Executive Vice President	\$61,263	\$69,004	2023
The Andersons Fund Supporting	OH	\$271,579	Secretary/treasurer Thru August 2024	\$61,652	\$72,666	2024
Heros For Heros	TX	\$271,508	President & Ceo	\$95,000	\$105,751	2024
Toy Box Connection Nfp	IL	\$299,057	President & Exec. Director	\$147,000	\$156,678	2025
Generations For Peace Inc	TN	\$299,192	Executive Dir.	\$156,371	\$182,912	2024
Affinity Federal Credit Union Foundation	NJ	\$271,214	Executive Dir.	\$22,602	\$22,457	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 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 **217** organizations. Compensation range \$862–\$329,755; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$285,219); for reference, expenses \$238,610 and assets \$33,216.
ROLE MATCH	Karin Cassel Mitterando, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	28 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	18 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 (Karin Cassel Mitterando) 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 217 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,050 is reasonable (approximately the 28th 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.