

Horsepower Equine Assisted

Executive Director / CEO

EIN 471482337

VA · NTEE E50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa D'alessio, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **329** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

Benchmarked executive: Lisa D'alessio — 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 (E50).
BUDGET	Total revenue between \$80,734 and \$180,748 — 0.67x to 1.50x the subject's \$120,499 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

329 organizations qualified on sector, size, and geography → **329** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,063	\$19,177	\$39,490	\$63,996	\$98,397	\$30,000
---------	----------	----------	----------	----------	----------



■ 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 VA 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
Accma Community Health Foundation	CA	\$120,505	Executive Director	\$45,633	\$42,016	2023
Central Florida Health Inc	FL	\$120,610	Director/university Of Florida President (Thru Feb 2023)	\$120,025	\$120,227	2023
Hcch Holding Corporation	FL	\$120,125	Ceo	\$9,832	\$9,566	2024
Commcare Bossier	LA	\$120,000	Secretary	\$22,705	\$25,226	2025
Catherine Mcauley Health Services	MI	\$119,698	President, Th Med Group Mi	\$123,387	\$135,797	2023
Gritman Medical Center Foundation Inc	ID	\$121,720	Secretary	\$1,844	\$2,091	2023
The Community Wellness Project	WA	\$119,176	Board Member	\$34,511	\$32,945	2023
Chico Community Acupuncture Inc	CA	\$122,003	President	\$31,270	\$28,792	2023
St Francis Home Health Care Inc	MI	\$122,070	Director	\$8,760	\$9,364	2024
Long Island Medical Foundation Inc	NY	\$118,849	Executive Director	\$114,475	\$107,134	2024
Salt Block Ministries	TX	\$118,733	President	\$4,500	\$4,662	2024
American Patriotic Services Inc	FL	\$118,718	Managing Director	\$33,735	\$32,822	2024
Keweenaw Health Foundation	MI	\$122,425	Executive Di	\$14,000	\$14,966	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ryan Gordy Foundation	CA	\$122,526	Director Of Operations	\$10,633	\$9,509	2024
Northern Nebraska Area Health Education	NE	\$122,552	Executive Director	\$74,110	\$82,554	2024
Mclaren Oakland Foundation	MI	\$118,421	Ceo - Part Year	\$132,618	\$141,769	2024
South Central Pennsylvania Sickle Cell Council	PA	\$122,589	Program Director	\$37,380	\$39,747	2023
Mercy Health Foundation Of Southeastern	PA	\$118,216	Dir; Pres & Ceo Mid-atlantic Region	\$74,073	\$78,764	2023
The Foundation For Women's Wellness	CO	\$122,901	Ed/sec/treas	\$65,000	\$66,458	2023
Bigfork Valley Foundation	MN	\$123,080	Executive Dir.	\$19,875	\$20,940	2023
Beyond Pink Spokane Inc	WA	\$123,107	Executive Di	\$65,533	\$60,766	2024
R Frank Jones Society Inc	MI	\$123,527	Member	\$2,000	\$2,201	2023
St Mary Emergency Medical Services	PA	\$123,561	Smmc President Thru 7/22	\$326,765	\$347,458	2023
Manasquan First Aid Squad	NJ	\$123,706	Corr. Secre.	\$500	\$462	2024
Central Mn Life Care Center Inc	MN	\$123,752	Executive Di	\$17,060	\$17,975	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	329 organizations. Compensation range \$63–\$1,020,986; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$120,499); for reference, expenses \$91,211 and assets \$330,229.
ROLE MATCH	Lisa D'alessio, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	132 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	39 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	24 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 D'alessio) 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 329 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 39th 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.