

Love Button Global Movement

Executive Director / CEO

EIN 472821084
 CA · NTEE E80
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Paige Ghafoirian, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

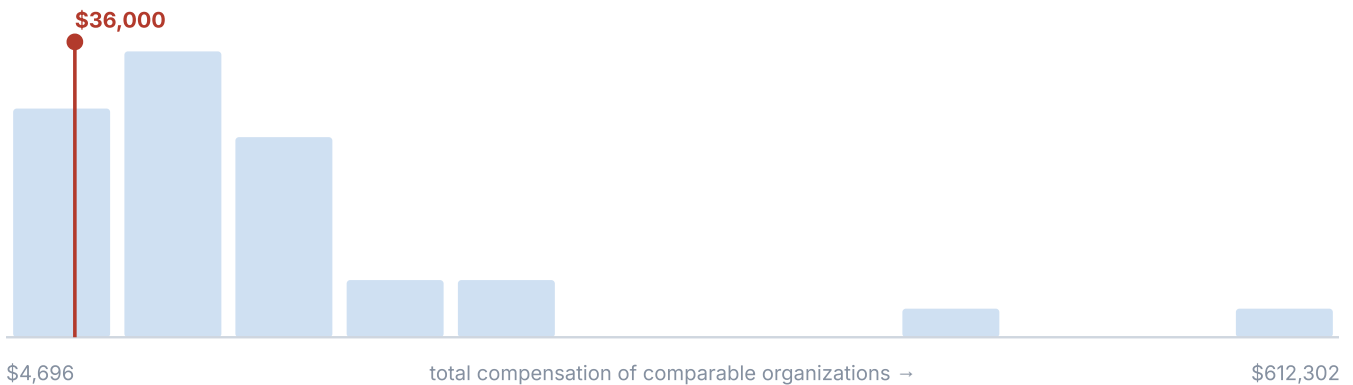
Benchmarked executive: Paige Ghafoirian — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E80).
BUDGET	Total revenue between \$276,774 and \$619,644 — 0.67x to 1.50x the subject's \$413,096 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E80), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,318	\$58,210	\$94,709	\$143,268	\$208,210	\$36,000
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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 CA 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
Advocates For Better Health	MN	\$423,545	Executive Di	\$114,741	\$131,299	2024
Akron Bar Foundation	OH	\$423,717	Executive Di	\$6,825	\$8,156	2025
Tepeyac Qalibc Inc	CO	\$424,150	President	\$20,098	\$22,318	2024
Reproductive Freedom Fund Of New Hampshire	NH	\$397,166	Executive Director	\$70,000	\$74,853	2024
Medical Research Analytics And	IL	\$371,208	Secretary	\$4,125	\$4,696	2024
Business For Health Solutions International Inc	NY	\$367,837	Ceo And Board Member	\$144,246	\$150,949	2024
Better Health Of Cumberland County Inc	NC	\$361,831	Executive Director	\$70,403	\$82,072	2025
Carepoint Clinic	WA	\$357,518	Executive Director	\$33,082	\$35,313	2023
Christiana Care West Grove Inc	DE	\$355,825	Director, President & Ceo	\$214,949	\$250,938	2023
Culpeper Adult Day Care Center Inc	VA	\$344,525	Executive Director	\$62,250	\$67,812	2025
Peak Health Alliance	CO	\$341,570	Exec Dir-beg	\$57,000	\$63,296	2024
Oregon Cancer Foundation	OR	\$488,965	Executive Director	\$86,700	\$93,242	2024
Pennsylvania School-based Health Alliance	PA	\$490,668	Cousler	\$46,000	\$53,124	2024
Medtech Color	MD	\$499,746	Executive Director	\$192,308	\$208,210	2024
Frasier Living Inc	CO	\$501,339	President And Ceo	\$8,505	\$9,444	2024
C-tac Innovations Inc	DC	\$319,832	Executive Director	\$138,360	\$140,608	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texhealth Central Texas	TX	\$318,553	President And Ceo	\$157,834	\$182,841	2024
Kickin Cancer In Sublette County	WY	\$314,746	Secretary	\$18,465	\$23,574	2023
Napa County Bicycle Coalition	CA	\$312,072	Executive Director	\$89,125	\$89,125	2024
Community Life Support Inc	FL	\$301,597	Chairman	\$125,000	\$135,990	2024
Greater Gift Initiative Inc	NC	\$301,369	Ceo	\$138,750	\$170,932	2023
Putnam Hospital Center Foundation Inc	NY	\$537,399	President - Putnam Hospital	\$45,894	\$48,027	2024
Facts About Fertility Inc	PA	\$287,505	Cofounder & Executive Director	\$83,833	\$99,676	2023
International College Of Dentists	MI	\$542,423	Secretary General	\$69,000	\$84,914	2023
Urban Health And Wellness Inc	GA	\$542,748	Executive Director	\$81,620	\$95,040	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	31 organizations. Compensation range \$4,696–\$612,302; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$413,096); for reference, expenses \$353,958 and assets \$616,067.
ROLE MATCH	Paige Ghafoirian, 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	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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	10 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 (Paige Ghafoirian) 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 31 similarly situated organizations (Same NTEE sector (E80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 19th 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.